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JOB GROWTH BY INDUSTRY IN THE TORONTO AREA 1941 TO 1980

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I. INTRODUCTION

This report provides an historical account of the employment generated by the various types of industries located in the Toronto Census Metropolitan Area (CMA). Such a study can serve as an aid in local planning and in formulating economic development policy.

Sections II through VII present labour force data by industrial sector and are based on Census data from the Toronto CMA for the years 1941, 1951, 1961 and 1971.* In addition to data on the size and growth of the labour force attached to each industrial sector, these sections include extensive information about the age and sex of the labour force.

The data available for the period since 1971 are not comparable to Census data. Trends during the 1970's are therefore presented separately in Section VIII. Since this division of material affects the continuity of the presentation, Section IX will summarize the major trends in employment by industry since 1971 and relate them to developments during the period from 1941 to 1971. While it should be noted that some of the trends in employment by industry since 1971 are unmistakable, these data, including Council estimates, are tentative and subject to confirmation by the results of the 1981 Census, which is anticipated in 1983.

Section I explains the analytical framework utilized in the study. The framework, essentially an industrial classification scheme, divides the large group of service industries into four major service sectors. This framework, developed by Joachim Singlemann, attaches more meaning to the concept of the service industry.**

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*A Census Metropolitan Area (CMA) is a continuously built up area with more than 100,000 people plus nearby areas where a significant number of people commute daily to the built up area. In 1941 and 1951 Census data was collected for an area comprised by the current boundaries of Metropolitan Toronto. In 1961 the Toronto CMA also included the townships of Oakville, Toronto, Vaughan, Markham and Pickering. In 1971 Newmarket, Aurora and Brampton were added to the CMA . By 1976 Whitechurch-Stouffville, the townships of King and Guillimbury East, and the remainder of Peel Region were included.

**Joachim Singlemann, From Agriculture to Services, 1978, Sage Publications, Beverly Hills, California.

Section II deals with the basic changes in the various industries from 1941 - 1971. It focuses on labour force growth and decline and the demographic composition of the various industrial sectors.

Section III deals with the transformative industries, more traditionally known as the secondary industries. This section will detail the decline in the prominence of the transformative industries.

Section IV discusses what Singlemann refers to as the distributive industries. These industries include transportation, communication and trade. Noticeable trends within each will be dealt with extensively.

Section V concerns itself with producer services, a group that makes up an increasingly larger share of total employment. This group includes banking, insurance, real estate, advertising and legal and accounting services.

Section VI examines the social service industries outlining trends and developments in areas such as health, education and government.

Section VII deals with a vast array of services known as personal services, detailing growth and decline in this diverse group of services.

Section VIII will examine industrial employment generation from 1971 to the present. Data for the Toronto CMA are only partially available. Other trends are extrapolated from Ontario data. Consideration will also be given in this section to earnings and their relationship to the industrial composition of employment.

Section IX presents a summary of the combined major employment trends from 1941 to 1971 and from 1971 to 1980.

Why the Analysis?

The analysis of both historical and current trends in employment by industry in the Toronto area is worthy for a number of reasons.

First, large metropolitan centres such as Toronto play a unique and critical role in employment generation. Attention is often focused on employment at the national or provincial levels, while much less attention is spent studying developments in large urban centres which are also job creation centres. During the recent three year period from 1978 to 1981 over 70 per cent of the new jobs in the entire province of Ontario (see Table 8.2) were in the Toronto CMA.

Second, the changes in the industrial composition of employment are important. Economic planning for the future cannot escape from past trends. Moreover, some industries are characterized by higher paying employment than others, and are therefore generally more desirable. An excessive reliance upon a particular type of employment in an urban centre is undesirable. Fortunately, the Toronto CMA's economy is diversified among a broad range of different industries. Recent declines in new employment in manufacturing, construction and the social services should be of concern to local planners and policy-makers. We need to decide whether the trend is irreversible or whether new job creation in Ontario and Toronto will continue to be in the service industries.

Third, any historical account of employment by industry cannot be divorced from the issue of employment/unemployment. In 1951 the Census found that only 1 per cent of the Toronto area labour force was unemployed. In 1961 unemployment rate had increased to 2.8 per cent. From 1971 to 1981 unemployment in the Toronto area averaged about 5.1 per cent. The fact that higher rates of unemployment exist elsewhere should not prevent citizens in the Toronto area from being concerned about the relevance of our educational system to the changes in the industrial labour market. Only by examining trends in the composition of newly created jobs can a basis for planning for the future be laid.

The Social Planning Council of Metropolitan Toronto believes that this report can be used as an aid in the planning of the economy and in the further articulation of employment policy. Planning and policy, based on an understanding of industrial employment can guide us towards actions that will realistically deal with the complex problems of unemployment and new job creation in a large urban centre such as Toronto.

Why Use Singlemann's Industrial Classification Scheme?*

The most useful aspect of Singlemann's scheme, and indeed why it was chosen, is its conceptual differentiation of the service industry. The scheme does not, like many others, combine all services into one group, but rather divides the service industry into four components.

The fact that employment generating strength has gradually shifted from extractive to transformative and now to service industries has necessitated a more complete account of what comprises the service industries. To simply say that service industries, combined, employed more people in Toronto CMA than either extractive or transformative is common knowledge. The proportional increase in employment for the service industry necessitates that these services be divided into subgroups thereby gaining a better understanding of just where the growth has taken place.

Singlemann divides all industries into six major groups. The first, called extractive industries, are also known as primary industries. This group includes such activities as mining, farming, fishing and logging and, as the name implies, involve the extraction of raw materials from nature. The second group, called transformative industries, or secondary industries, involve the transformation of raw materials into goods suitable for sale or use. The third sector is made up of the distributive industries, including trade, transportation and communication. For the most part, this sector is involved in the distribution of goods from the first two sectors to the consumer.

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*Joachin Singlemann, From Agriculture to Services, op. cit.

The remaining three groups lack the sequential nature of the first three industrial sectors, yet they do form distinct groups. The fourth group of industries is called producer services and is composed of those services that "provide services to producers of goods or that are concerned with various forms of property."* Singlemann describes these services as intermediate in nature because they do not represent the final output but rather a component of the final product. He points out the development of producer services coincided with the development of economies of scale. In other words, the advent of specialization in these areas prompted the growth of producer services.

Both distributive and producer services are primarily goods oriented, catering, as Singlemann says, "largely to commodities or to matters related with commodities and property."** In contrast, the last two service industries are primarily consumption oriented. The first of these two is the social service sector, which includes health and medical services, education, and a wide range of services provided by government and other social agencies. Postal workers are included in communications, and crown corporation employees have been appropriately allocated by industrial function. The social services sector, as thus defined, includes all narrowly defined social services, but also includes other services characterized by government financing which cannot be included in the transformative or distributive sectors.

Within the social services, Singlemann adds a distinction based on function. The first distinct group addresses those activities serving the reproduction of labour power, i.e. health and education. The second points to activities that primarily function to maintain the existing social relations among classes, i.e. police and many other parts of the government. Hence, as Singlemann concludes, the social services are an "important manifestation of the role of the state in society."***

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*Singlemann, From Agriculture to Services, 1978, p.30.

**Singlemann, From Agriculture to Services, 1978, p.32.

***Singlemann, op. cit., p.33.

The second of the consumption oriented groups is known as personal services. This group of services is a residual category, characterized by their orientation toward the individual consumer. These services, in contrast to social services, respond sharply to market supply and demand forces.

We have used Singlemann's industrial classification scheme because we believe it provides the most coherent system for defining industrial employment. In addition, the ensuing breakdown of industries coupled with an historical account in these industries of age and sex groups allows us greater insight into the employment generating characteristics of each.

The data from each major census from 1941 to 1971 gives the number of persons in the labour force by industry. By definition, these persons are either currently employed in that industry or are currently unemployed but were employed in that industry in their previous job. New workers with no previous attachment to any industry are excluded from the data.

Thus, while this definition of the labour force by industry includes some unemployed persons during the week of the census enumeration, over a longer period most of these unemployed persons will find employment in the same or similar industries. It is not, therefore, inaccurate to use labour force data by industry as a measure of employment. Over time, labour force attachment to a particular industry will reflect the number of available jobs in that industry.

Since 1971, the available data on workforce attachment by industry comes from Statistics Canada sources other than the Census. This information is not as complete as Census data and excludes all unemployed persons. The most useful data on employment by industry since 1971 comes from the Statistics Canada publications, Employment, Earnings and Hours and from specially requested data from the Estimates of Employees by Province and Industry series. Both of these sources exclude such groups as the self-

employed, unpaid workers and those employed in agriculture. Employment, Earnings and Hours only provide data from firms with 20 or more employees, while Estimates of Employees data include employees in firms with one or more employees, but lacks detailed industrial categories and collects, but does not publish, Toronto CMA data. Neither publication provides usable information on employment in the social services sector, which includes governments, education, health, welfare and religious organizations, or in other categories of employment, such as domestic servants. These, and other difficulties with data and data sources since 1971, are discussed in greater detail in Section VIII.

The rapid increase in the number of experienced workers whose industry is not stated from 1961 to 1971 presents some difficulties for the interpretation of the data. In 1971 there were 87,765 "not stated" in the Toronto CMA, an increase of 70,515 over 1961 census data. This increase, which accounted for 15.5 per cent of the increase in the labour force from 1961 to 1971 was probably due to the fact that the 1971 census was the first to rely on self-enumeration. The incidence of "not stateds" was even higher in Ontario (8.2 per cent) than in the Toronto CMA (7.1 per cent).

Persons whose industry was not stated in 1971 have not been imputed to other industrial groups in this study because as a group they do not appear to be a typical cross section of the labour force. Available Ontario data* show that while 92 per cent of the not-stateds were employed, only 7 per cent reported a specific occupation. The census found that not-stateds tended to have a weaker attachment to the labour force than those who did state their industry. Not-stateds were 36.5 per cent more likely to be mainly part-time workers than those who stated their industry. While 24.3 per cent of not-stateds were mainly part-time workers, only 17.8 per cent of stateds were part-time. Among mainly full-time workers, not-stateds were 28 per cent more likely to experience periods without work of 12 or more weeks in 1970. As a per cent of those in the Ontario labour force, the

*1971 Census, Statistics Canada (#94-736).

not-stateds tended to have less education and were more likely to be female than those who stated their industry. While not-stateds accounted for 13.9 per cent of Ontario women in the labour force with low (grade 1 to 8) education, they included only 4.6 per cent of men with high (grade 13+) education.

Toronto CMA data show that a higher percentage of all women (8.2 per cent) were not-stateds than men (6.3 per cent). The same data also shows that more younger and older workers in Toronto were not-stateds. Twenty-eight per cent of not-stateds were in the 15 to 24 year age group, a higher concentration than in industry. The concentration of older workers (65 and over) was 5.6 per cent, over twice the labour force average in 1971. As a result, however, the reader must bear in mind that industrial sector data for 1971 understate the labour force size to some extent.

II. GENERAL TRENDS IN THE LABOUR FORCE BY INDUSTRY 1941 - 1971

From 1941 to 1971 in the Toronto CMA close to one million jobs were created. The ability of the transformative industry to create new jobs has been declining. Conversely, a growing percentage of new jobs is now being created in the service industries. However, it is not sufficient to simply group all service industries and charge them with growth. Table 2.1 illustrates this point. Some service industries have been growing faster than others. From 1941 to 1971 distributive services grew by 274.5 per cent while personal services grew by 188.5 per cent. Both the above services grew slowly compared to producer services, which increased by 556.2 per cent and social services which experienced labour force growth of 636.6 per cent. The transformative sector, which increased by 243.9 per cent over the 1941 to 1971 period, increased faster than was the case for the personal services.

In terms of Singlemann's industrial categories, however, transformative industries remained the largest sector with 407,150 workers in 1971, followed by the distributive sector with 279,670, social services with 211,265, producer service with 140,180, personal services with 106,930 and over 87,000 workers who did not state their industry in 1971.

Table 2.2 outlines more clearly the growth in the labour force which has taken place from 1941 to 1971. Nearly half of the total increase in the labour force over the 1941 to 1971 period took place from 1961 to 1971, when 455,199 workers were added to the labour force. However, several other trends are evident when one examines the proportion of new workers added over this thirty year period. From 1941 to 1951 the transformative sector accounted for 47.5 per cent of all additional employment in the Toronto CMA. In both decades from 1951 to 1971 this sector's share of total new employment dropped to about 24 per cent. In fact, transformative industries actually employed more new workers from 1941 to 1951 than they did from 1961 to 1971, although the latter period was one of greater total labour force expansion. Since 1971, data in sections 8 and 9 show that growth in this sector has declined dramatically.

Table 2.1

THE LABOUR FORCE AND ITS GROWTH BY INDUSTRY
IN THE TORONTO C.M.A. 1941 - 1971

	1941	1951	1961	1971	1941 - 71 Per Cent Increase
Total Labour Force	285,778	526,828	789,651	1,244,850	335.6
Extractive	1,900	4,043	8,620	11,970	530.0
Transformative	118,378	232,873	295,815	407,150	243.9
Distributive	74,683	142,786	199,587	279,670	274.5
Producer	21,362	45,243	80,692	140,180	556.2
Social	28,881	55,605	108,184	211,265	636.6
Personal	38,194	40,378	79,503	106,930	188.5
Not stated	2,579	5,245	17,250	87,765	3,303.1

Table 2.2

THE COMPOSITION OF TORONTO C.M.A. LABOUR FORCE GROWTH BY INDUSTRY 1941 - 1971

	Labour Force Growth				Per Cent of Total Labour Force Growth			
	1941 - 51	1951 - 61	1961 - 71	1941- 71	1941 - 51	1951 - 61	1961 - 71	1941 - 71
Growth in Labour Force	241,050	262,823	455,199	959,072	100.0	100.0	100.0	100.0
Extractive	2,143	4,577	3,350	10,070	.9	1.7	.7	1.0
Transformative	114,495	62,942	111,335	288,772	47.5	23.9	24.5	30.1
Distributive	68,103	56,801	80,083	204,987	28.3	21.6	17.6	21.4
Producer	23,881	35,449	59,488	118,818	9.9	13.5	13.1	12.4
Social	26,924	52,579	103,081	182,584	11.2	20.0	22.6	19.0
Personal	2,184	39,125	27,427	68,736	.9	14.9	6.0	7.2
Not stated	2,666	12,005	70,515	85,186	1.1	4.6	15.5	8.9

In the 1941 to 1951 period, distributive services accounted for 28.3 per cent of labour force growth. This sector's share had declined to 17.6 per cent in the 1961 to 1971 period. Producer service's share of labour force growth increased from 9.9 per cent in the 1941 to 1951 period to 13.5 per cent in the 1951 to 1961 period. The slight decline to 13.1 per cent in the 1961 to 1971 period might be overstated, since the growth in all industrial sectors had been depressed by the rapid increase in those whose industry is not stated.

Social services have contributed an increasing proportion of new employment from 1941 to 1971. From 1941 to 1951 social services accounted for 11.2 per cent of labour force growth. This increased to 20.0 per cent in the 1951 to 1961 period, and to 22.6 per cent in the 1961 to 1971 period. However, sections 8 and 9 will show that social services declined in importance after 1971. Personal services contributed only .9 per cent of labour force growth from 1941 to 1951, but grew rapidly from 1951 to 1961, contributing 14.9 per cent of total growth. In the decade from 1961 to 1971 personal services accounted for only 6.0 per cent of labour force growth. The lower wages generally paid in the personal services may account for much of the erratic nature of labour force growth in this sector. The availability of large numbers of better paying jobs may serve to restrict growth in this low-pay, labour-intensive industry in times of high growth.

Table 2.3 shows the per cent of the total labour force in each industry for each census from 1941 to 1971 and confirms the observed decline in the transformative sector.

In 1971 32.7 per cent of the labour force was employed in the transformative industry. This is down almost 5 per cent from 1961 and down over 11 per cent since 1951. The largest percentage increase by an industry was experienced in the social services, a rise of 3.2 per cent from 1961 to 1971. Producer services was the only other industry to increase its composition of the labour force from 1961 to 1971. Although the 1961 to 1971 increase was only 1.1 per cent, the direction is clear with a 3.8 per cent increase from 1941 to 1971.

Table 2.3

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE
BY INDUSTRY 1941 - 1971

		1941	1951	1961	1971
Total Labour Force	No.	285,778	526,828	789,651	1,244,850
	%	100.0	100.0	100.0	100.0
		%	%	%	%
Extractive		.7	.8	1.1	1.0
Transformative		41.5	44.2	37.5	32.7
Distributive		26.1	27.1	25.3	22.5
Producer		7.5	8.6	10.2	11.3
Social		10.10	10.6	13.7	16.9
Personal		13.4	7.8	10.1	8.6
Not stated		.9	1.0	2.2	7.1

Table 2.4 documents the unmistakable direction of change in the male-female composition of the labour force since 1941. Generally speaking, female representation has increased 6.2 per cent (up to 1971) from 31.9 per cent in 1941 to 38.1 per cent in 1971. Male representation experienced a corresponding drop.

The transformative industry, with little variation over the years, is 75 per cent male dominated. Extractive industry is also male dominated, even though male representation dropped from 93.9 per cent in 1941 to 74.1 per cent in 1971.

In the distributive industry, male representation from 1941 to 1971 dropped 9.8 per cent from 74.2 per cent to 64.4 per cent. The producer service industry, which was almost two-thirds male in 1941, was only a little over half male by 1971.

Social services was one of two industries which experienced a reversal. In 1941 social service workers were 51 per cent male. This dropped to 45.6 per cent male in 1971. Women now represent a majority in this industry.

Personal services experienced a reversal of a different kind. There were female majorities in 1941 and in 1961, and male majorities in 1951 and 1971. Over the whole period, male representation jumped 10.5 per cent from 44.4 per cent to 54.9 per cent.

Table 2.5 illustrates the internal composition of each industry by age group. The low percentage of younger workers in 1961 as well as the higher percentage in 1971 are related to both the dearth of children born during World War II and to the baby boom just after the War. From 1951 to 1971 the proportion of the labour force made up of older workers age 65 and over declined from 4.5 per cent to 2.7 per cent.

While an above average percentage of younger workers (under age 25) in 1941 were found in the transformative industries, their share of this sector has since declined. By 1971 only 18.7 per cent of the transformative

Table 2.4

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE BY INDUSTRY
IN THE TORONTO C.M.A. 1941 - 1971

Industry	1941		1951		1961		1971	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Extractive	93.9	6.1	91.2	8.8	88.8	11.2	74.1	25.9
Transformative	76.4	23.6	77.3	22.7	77.2	22.8	74.6	25.4
Distributive	74.2	25.8	71.3	28.7	69.6	30.4	64.4	35.6
Producer	64.3	35.7	56.5	43.5	54.9	45.1	52.6	47.4
Social	50.6	49.4	53.0	47.0	52.4	47.6	45.6	54.4
Personal	44.4	55.6	56.3	43.7	49.9	50.1	54.9	45.1
Not stated	76.3	23.7	72.4	27.6	78.8	21.2	55.4	44.6

Table 2.5

AGE GROUP COMPOSITION OF THE LABOUR FORCE BY INDUSTRY
IN THE TORONTO C.M.A. 1941 - 1971

	1941			1951			1961			1971		
Age Group:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 25	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Extractive	12.9	79.6	7.5	17.7	72.9	9.4	15.9	76.7	7.4	26.5	67.9	5.6
Transformative	24.0	72.3	3.7	20.6	75.0	4.4	14.5	82.9	2.6	18.7	79.2	2.1
Distributive	20.8	76.1	3.1	21.3	75.5	3.3	18.3	79.2	2.5	26.1	71.7	2.2
Producer	19.6	76.7	3.7	28.7	67.1	4.2	22.7	73.6	3.7	24.4	72.3	3.2
Social	14.8	80.2	5.0	16.4	77.8	5.8	16.2	79.2	4.6	21.5	76.2	2.3
Personal	18.6	76.3	5.1	15.4	77.5	7.1	15.7	77.4	6.9	27.3	68.4	4.3
Not stated	15.6	78.9	5.5	26.9	67.4	5.7	12.5	86.0	1.5	28.1	66.3	5.6

sector labour force were younger workers, the lowest percentage in all the sectors. Both in 1951 and 1961, above average percentages of younger workers were found only in producer and distributive services. By 1971, personal services had joined producer and distributive services as sectors with above average concentrations of workers aged 15 to 24 years.

Table 2.6 shows the number of workers by industry by sex and the proportion of men and women in each industry. By 1951, the proportion of women in the transformative and distributive sectors had grown to 33.1 per cent and 25.6 per cent respectively. The relative growth in both these sectors, plus producer services, which grew from 8.4 per cent to 12.4 per cent in 1951, were balanced by the dramatic decline in the proportion of women in the personal services, many of them domestic servants. While 23.4 per cent of working women were in personal services in 1941, only 11.2 per cent were in 1951.

While female employment in the transformative industries declined as a per cent of the total after 1951, growth shifted primarily to the social services. While only 16.4 per cent of all women in the Toronto area were in social services in 1951, that percentage increased to 19.8 per cent in 1961 and to 24.2 per cent in 1971.

While an increasing proportion of working men were in transformative industries from 1941 to 1951, producer and social services have attracted a growing proportion of male workers during the fifties and sixties.

Table 2.7 illustrates the more rapid growth in the female labour force by industry since 1941. Only the post war return of soldiers to civilian employment by 1951 pushed the growth rate for men ahead of that for women. From 1951 to 1961 the female labour force grew by 63.6 per cent, compared to 44.0 per cent for men. In the 1961 to 1971 period the female labour force grew even more rapidly by 82.2 per cent, compared to a 45.5 per cent rate for men in the labour force. Over the entire 1941 to 1971 period, the labour force increased by about 336 per cent. The number of men in the labour force increased by 295 per cent over this 30 year period, while the number of women increased by 422 per cent.

Table 2.6

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN THE TORONTO C.M.A. LABOUR FORCE BY INDUSTRY 1941 - 1971

Sector		1941		1951		1961		1971	
		Males	Females	Males	Females	Males	Females	Males	Females
Total Labour Force	No.	194,798	90,980	367,453	159,266	529,018	260,633	769,970	474,875
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Extractive	No.	1,785	115	3,688	355	7,657	963	8,875	3,095
	%	.9	.1	1.0	.2	1.4	.4	1.2	.7
Transformative	No.	90,463	27,915	180,118	52,755	228,270	67,545	303,710	103,440
	%	46.4	30.7	49.0	33.1	43.1	25.9	39.4	21.8
Distributive	No.	55,390	19,293	101,788	40,998	138,893	60,694	180,080	99,590
	%	28.4	21.2	27.7	25.7	26.3	23.3	23.4	21.0
Producer	No.	13,736	7,626	25,547	19,696	44,270	36,422	73,695	66,395
	%	7.1	8.4	7.0	12.4	8.4	14.0	9.6	14.0
Social	No.	14,512	14,169	29,458	26,146	56,657	51,527	96,325	114,940
	%	7.5	15.6	8.0	16.4	10.7	19.8	12.5	24.2
Personal	No.	16,943	21,251	23,056	17,869	39,672	39,831	58,670	48,260
	%	8.7	23.4	6.3	11.2	7.5	15.3	7.6	10.2
Not stated	No.	1,968	611	3,798	1,447	13,599	3,651	48,640	39,175
	%	1.0	.7	1.0	.9	2.6	1.4	6.3	8.2

Table 2.7

PER CENT INCREASE IN THE LABOUR FORCE WITHIN INDUSTRIES
IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

Industry	1941 - 51			1951 - 61			1961 - 71			1941 - 71		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.6	295.3	422.0
Extractive	112.8	106.6	208.7	113.2	107.6	171.3	38.9	15.9	221.4	530.0	397.2	2,591.3
Transformative	96.7	99.1	89.0	27.0	26.7	28.0	37.6	33.0	53.1	243.9	235.7	270.6
Distributive	91.2	83.8	112.5	39.8	36.5	48.0	40.1	29.7	64.1	274.5	225.1	416.2
Producer	111.8	86.0	158.3	78.4	73.3	84.9	73.7	66.5	82.3	556.2	436.5	770.6
Social	93.9	103.0	84.5	94.6	92.3	97.1	95.3	70.0	123.1	636.6	563.8	711.2
Personal	5.7	36.1	-15.9	96.9	72.1	122.9	34.5	47.9	21.2	180.0	246.3	127.1
Not stated	103.4	93.0	136.8	228.9	258.1	152.3	408.8	257.7	973.0	3,403.1	2,371.5	6,311.6

Table 2.8 shows the percentage of each age group employed in a particular industry. For example, in 1941 the transformative sector employed 47.2 per cent of all 14 to 24 year olds. In 1971, this percentage had dropped to 26.7 per cent.

There has also been a major decline in the percentage of older workers in the transformative sector. While 43.3 per cent of workers 65 and over worked in transformative industries in 1951, only 24.6 per cent did so in 1971. The decline in middle-age workers has been much more modest in this large sector. The data for social services confirms data in earlier tables as well. The percentage of 14 to 24 year olds in social services more than doubled from 1941 to 1971, from 7.0 per cent to 15.9 per cent. This indicates where new labour force entrants were going. There was also a large increase for the 25 to 64 age group in the social services, up 6.7 per cent from 1941 to 1971.

Distributive and personal services experienced declines of 3.8 per cent and 5.7 per cent respectively in the proportion of middle age workers in these sectors from 1941 to 1971, while maintaining more consistent shares of both older and younger worker employment.

The Extractive Sector

In 1971 the extractive industries employed 11,970 persons in the Toronto CMA, or almost one per cent of the labour force. This sector includes workers in agriculture, fishing, forestry and mining, none of which are major employers in a large urban centred labour force such as that in and around Toronto. Given its minor status, the main features of employment in this sector will be briefly outlined below.

The extractive industries are heavily male dominated. In 1951 the labour force was still almost 90 per cent male. By 1971, the proportion of men in the labour force had dropped to 74.1 per cent, about the same as in the transformative industries.

Table 2.8

AGE GROUP COMPOSITION OF THE LABOUR FORCE BY INDUSTRY
IN THE TORONTO C.M.A. 1941 - 1971

Industry/ Age Group:		1941			1951			1961			1971		
		14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
Total Labour Force	No.	60,149	214,452	11,176	108,881	394,132	23,707	131,194	631,351	27,106	285,735	924,820	34,375
	%	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
		%	%	%	%	%	%	%	%	%	%	%	%
Extractive		.4	.7	1.3	.7	.8	1.6	1.0	1.0	2.4	1.1	.9	2.0
Transformative		47.2	39.9	39.6	44.1	44.3	43.3	32.7	38.9	28.2	26.7	34.9	24.6
Distributive		25.8	26.5	20.5	27.9	27.3	19.8	27.8	25.0	18.8	25.6	21.7	18.3
Producer		7.0	7.6	7.1	11.9	7.7	8.1	14.0	9.4	11.1	12.0	11.0	13.3
Social		7.0	10.7	12.9	8.4	11.0	13.7	13.3	13.6	18.3	15.9	17.4	14.2
Personal		11.8	13.6	17.3	5.8	8.0	12.3	9.5	9.7	20.3	10.2	7.9	13.3
Not stated		.7	1.0	1.3	1.3	.9	1.3	1.6	2.3	1.0	8.6	6.3	14.3

Historically, the extractive industries labour force has had the highest proportion of older workers (age 65 and over) of any sector, about double the average for all industries. However, from 1941 to 1961 this sector employed a relatively low percentage of younger workers. In 1961 this changed as the proportion of younger workers increased to 26.5 per cent, above the average for all industries by 3.5 per cent.

While the extractive labour force has grown rapidly from 1941 to 1961, with the help of major boundry changes in 1951 and 1961, by the 1961 to 1971 period its growth had slowed to 38.9 per cent, about the same rate as in the transformative and distributive sectors.

III. THE TRANSFORMATIVE SECTOR 1941 TO 1971

A common theme running throughout this paper is that the transformative sector's capacity to generate new employment has been steadily declining. Although the transformative sector employed more people than any other industrial group, its share of employment growth is diminishing. As Table 3.1 illustrates, the transformative sector created 30.1 per cent of all employment from 1941 to 1971. This fell to 24.5 per cent for the 1961 to 1971 period illustrating its diminished capacity to generate employment. Within this sector, the construction and utility industries fared well, with labour force increases of 375.1 per cent and 387.5 per cent respectively. However, on the other hand, the textile and clothing industries witnessed job increases of only 27 per cent from 1941 to 1971.

Table 3.2 shows the percentage of the Toronto CMA labour force attached to the transformative sector. As a whole, this sector grew rapidly from 1941 to 1951, increasing its share of the labour force from 41.5 per cent to 44.2 per cent. Since 1951, however, the transformative sector's share of the labour force has steadily declined to 37.5 per cent in 1961 and 32.7 per cent in 1971.

The failure of the textiles and clothing industry to grow along with the labour force has been the most dramatic. One worker in 13 was in textiles and clothing in 1941, while by 1971 this ratio had dropped to 1 in 45. All other transformative industries, after increasing their share of the labour force from 1941 to 1951, employed a declining proportion of the labour force after 1951.

The transformative sector has always been dominated by male employment. Table 3.3 shows that in this sector, 76.4 per cent of the jobs were held by men and 23.6 per cent were held by women in 1941. In 1971 the picture for the Toronto CMA had changed very little. In 1971, 74.6 per cent of all jobs were held by men, a drop of only 2.2 per cent. These data become interesting when one considers that in the entire labour force male-held jobs dropped from 68.1 per cent in 1941 to 61.9 per cent in 1971 - a drop of 6.2 per cent.

Table 3.1

THE LABOUR FORCE AND ITS GROWTH IN THE TORONTO C.M.A.
FOR INDUSTRIES 1941 - 1971

	Number in Labour Force				1941 - 71 per cent increase	1941 - 71 Growth as a percentage of total growth	1961 - 71 Growth as a percentage of total growth
	1941	1951	1961	1971	%	%	%
Transformative Total	118,378	232,873	295,815	407,150	243.9	30.1	24.5
Food	9,307	18,760	28,986	32,800	252.4	2.4	.8
Textiles & Clothing	21,931	28,809	28,159	27,850	27.0	.6	-
Wood & Paper	7,373	14,271	20,027	28,000	279.8	2.2	1.8
Printing & Publishing	8,201	18,590	25,280	30,855	276.2	2.4	1.2
Metal & Machinery	36,791	73,295	86,067	128,675	249.7	9.6	9.4
Chemical & Mineral	10,301	21,256	29,095	45,525	341.9	3.7	3.6
Miscellaneous Manufacturing	5,280	10,583	16,897	21,875	314.3	1.7	1.1
Construction	16,108	36,669	51,055	76,525	375.1	6.3	5.6
Utilities	3,086	10,640	10,249	15,045	387.5	1.2	1.1

Table 3.2

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE IN TRANSFORMATIVE INDUSTRIES 1941 - 1971

	1941 %	1951 %	1961 %	1971 %
Transformative Total	41.5	44.2	37.5	32.7
Food	3.3	3.6	3.7	2.6
Textiles & Clothing	7.7	5.5	3.6	2.2
Wood & Paper	2.6	2.7	2.5	2.2
Printing & Publishing	2.9	3.5	3.2	2.5
Metal & Machinery	12.9	13.9	10.9	10.3
Chemical & Mineral	3.6	4.0	3.7	3.7
Miscellaneous Manufacturing	1.8	2.0	2.1	1.8
Construction	5.6	7.0	6.5	6.1
Utilities	1.1	2.0	1.3	1.2

Table 3.3

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE
FOR TRANSFORMATIVE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941		1951		1961		1971	
	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Transformative Total	76.4	23.6	77.3	22.7	77.2	22.8	74.6	25.4
Food	72.0	28.0	72.1	27.9	73.5	26.5	69.8	30.2
Textiles & Clothing	52.5	47.5	51.3	48.7	46.2	53.8	38.1	61.9
Wood & Paper	75.0	25.0	76.4	23.6	76.8	23.2	74.3	25.7
Printing & Publishing	75.4	24.6	70.9	29.1	71.5	28.5	66.9	33.1
Metal & Machinery	84.0	16.0	82.0	18.0	81.3	18.7	77.6	22.4
Chemical & Mineral	74.8	25.2	76.1	23.9	75.6	24.4	70.5	29.5
Miscellaneous Manufacturing	64.3	35.7	62.5	37.5	64.3	35.7	59.8	40.2
Construction	98.5	1.5	97.4	2.6	96.3	3.7	93.1	6.9
Utilities	86.6	13.4	86.2	13.8	82.7	17.3	82.8	17.2

Every transformative industry has experienced a decline in male representation and a corresponding increase in female representation, but none illustrates the male decrease and female increase better than the textile and clothing industry. In 1941, 52.5 per cent of the people in Textile and Clothing were male. In 1971 this dropped to 38.1 per cent. We know that because of the relatively low wages in this industry men have gradually left textiles and clothing in search of better earnings elsewhere. This gap was filled by the rapidly growing female labour force. The Printing and Publishing industry also experienced a marked decline in male representation, from 75.4 per cent in 1941 to 66.9 per cent in 1971. In other transformative industries, the internal proportion of female workers increased from two to six per cent.

Table 3.4 shows the ages of those in the transformative sector by major age grouping. The proportion of this sector's labour force which is older (65 and over) has declined from a high of 4.4 per cent in 1951 to a low of 2.1 per cent in 1971. In 1971, miscellaneous manufacturing such as scientific and sports equipment and jewelry show a high (7.4 per cent) proportion of older workers, followed by textiles and clothing with 4.4 per cent.

In 1941 the transformative sector had a higher proportion of workers under age 25 (24.0 per cent) than any other sector. By 1971 the transformative sector had a lower proportion of younger workers (18.7 per cent) than any other sector. Within the transformative sector, only printing & publishing had an above average proportion (24.6 per cent) of younger workers in 1971. In the construction industry, with its historically low proportion of younger workers, only 15.7 per cent were under age 25 in 1971.

Table 3.5 shows the percentage of total male/female labour force found in each of the transformative industries. In 1971, 39.4 per cent of all males in the labour force were attached to the transformative sector, a decline from the 1951 high of 49.0 per cent. As expected, a lower percentage of females can be found here. In 1971, 21.8 per cent of all females in the Toronto CMA labour force were attached to the transformative

Table 3.4

AGE GROUP COMPOSITION OF THE LABOUR FORCE
FOR TRANSFORMATIVE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

Age Groups:	1941			1951			1961			1971		
	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Labour Force Total	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Transformative Total	24.0	72.3	3.7	20.6	75.0	4.4	14.5	82.9	2.6	18.7	79.2	2.1
Food	29.5	67.7	2.8	21.4	75.1	3.5	14.2	83.6	2.2	19.6	78.6	1.8
Textiles & Clothing	21.0	75.4	3.6	16.3	78.0	5.7	16.0	78.9	5.1	17.6	78.0	4.4
Wood & Paper	30.0	65.4	4.6	23.6	70.9	5.5	17.2	79.9	2.9	22.3	75.7	2.0
Printing & Publishing	22.5	73.3	4.2	26.8	68.0	5.2	21.7	74.5	3.8	24.6	73.0	2.4
Metal & Machinery	29.2	68.2	2.6	21.1	75.5	3.4	12.4	85.6	2.0	17.5	81.2	1.3
Chemical & Mineral	27.5	69.8	2.7	21.5	75.1	3.4	14.5	83.5	2.0	20.2	78.6	1.2
Miscellaneous Manufacturing	36.5	60.6	2.9	24.1	71.4	4.5	19.3	78.1	2.6	20.9	71.7	7.4
Construction	7.1	85.8	7.2	17.8	76.4	5.8	11.4	86.4	2.2	15.7	82.6	1.7
Utilities	11.7	84.0	4.3	17.3	78.6	4.1	13.7	85.0	1.3	18.9	80.1	1.0

Table 3.5

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN
THE TORONTO C.M.A. LABOUR FORCE IN TRANSFORMATIVE INDUSTRIES 1941 - 1971

	1941				1951				1961				1971			
	Males		Females		Males		Females		Males		Females		Males		Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labour Force	194,798	100	90,980	100	367,453	100	159,266	100	529,018	100	260,633	100	769,970	100	474,875	100
Transformative Total	90,463	46.4	27,915	30.7	180,118	49.0	52,755	33.1	228,270	43.1	67,545	25.9	303,710	39.4	103,440	21.8
Food	6,699	3.4	2,608	2.9	13,524	3.7	5,236	3.3	21,309	4.0	7,677	2.9	22,880	3.0	9,920	2.1
Textiles & Clothing	11,508	5.9	10,423	11.5	14,785	4.0	14,024	8.8	13,017	2.5	15,142	5.8	10,615	1.4	17,235	3.6
Wood & Paper	5,539	2.8	1,834	2.0	10,903	3.0	3,368	2.1	15,382	2.9	4,645	1.8	20,790	2.7	7,210	1.5
Printing & Publishing	6,187	3.2	2,014	2.2	13,172	3.6	5,418	3.4	18,067	3.4	7,213	2.8	20,655	2.7	10,200	2.1
Metal & Machinery	30,896	15.9	5,895	6.5	60,066	16.3	13,229	8.3	69,965	13.2	16,102	6.2	99,850	13.0	28,825	6.1
Chemical & Mineral	7,708	4.0	2,593	2.9	16,183	4.4	5,073	3.2	22,003	4.2	7,092	2.7	32,110	4.2	13,415	2.8
Miscellaneous Manufacturing	3,393	1.7	1,887	2.1	6,611	1.8	3,972	2.5	10,872	2.1	6,025	2.3	13,085	1.7	8,790	1.9
Construction	15,861	8.1	247	.2	35,701	9.7	968	.6	49,174	9.3	1,881	.7	71,275	9.3	5,250	1.1
Utilities	2,672	1.4	414	.4	9,173	2.5	1,467	.9	8,481	1.6	1,768	.6	12,450	1.6	2,595	.5

sector. In 1971 there was a total of about 304,000 men and 103,000 women in the transformative labour force. The textiles and clothing industry combined slow growth with a rapid decline in the proportion of male workers. In 1941, 5.9 per cent of males in the labour force were in textile and clothing. This has dropped to only 1.4 per cent in 1971. From 1941 to 1971 the percentage of all female workers in textile and clothing dropped from 11.5 per cent to just 3.6 per cent. Yet in absolute numbers females in this sector have increased from 10,423 in 1941 to 17,235 in 1971. This is an indication that most new jobs for women were being created elsewhere.

Table 3.6 shows that the number of workers in all transformative industries increased from 1941 to 1971. In the sector as a whole, the labour force increased 335 per cent from 1941 to 1971. The male labour force increased by 213,247 (295.8 per cent) while the female labour force increased by 75,525 or 420 per cent. The textile and clothing labour force increased by 27.0 per cent, by far the lowest increase among transformative industries. Textiles and clothing lost 7.8 per cent of its male labour force from 1941 to 1971.

Only three transformative industries had above average percentage increases in their respective labour forces from 1941 to 1971. They were chemicals & minerals, which grew by 341.9 per cent, construction, (up 375.1 per cent) and utilities (up 387.5 per cent). These three sectors either came close or exceeded the average labour force increases for males and females. The number of females in the construction industry increased by 5,003 or 2,025.5 per cent from 1941 to 1971.

The 1941 to 1971 increases often hide what has been occurring between the decades. For example, while the percentage increases in the male labour force in the transformative sector were greater than female increases from 1941 to 1951, in the 1961 to 1971 period the female growth rate was substantially higher than that for males. From 1941 to 1951 the male labour force in transformative industries increased by 99.1 per cent compared to an 89.0 per cent increase for females. From 1951 to 1961 the

Table 3.6

PER CENT INCREASE IN THE LABOUR FORCE WITHIN TRANSFORMATIVE INDUSTRIES
IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

	1941 - 51			1951 - 61			1961 - 71			1941 - 71		
	Total %	Male %	Female %	Total %	Male %	Female %	Total %	Male %	Female %	Total %	Male %	Female %
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.0	295.8	420.6
Transformative Total	96.7	99.1	89.0	27.0	26.7	28.0	37.6	33.0	53.1	243.9	235.7	270.6
Food	101.6	101.9	100.8	54.5	57.6	46.6	13.2	7.4	29.2	252.4	241.5	280.4
Textiles & Clothing	31.4	28.5	34.5	-2.3	-12.0	8.0	-1.1	-18.5	13.8	27.0	-7.8	65.4
Wood & Paper	93.6	96.8	83.6	40.3	41.1	37.9	39.8	35.2	55.2	279.8	275.3	293.1
Printing & Publishing	126.7	112.9	169.0	36.0	37.2	33.1	22.1	14.3	41.4	276.2	233.8	406.5
Metal & Machinery	99.2	94.4	124.4	17.4	16.5	21.7	49.5	42.7	79.0	249.7	223.2	389.0
Chemical & Mineral	106.3	110.0	95.6	36.9	36.0	39.8	56.5	45.9	89.2	341.9	316.6	417.4
Miscellaneous Manufacturing	100.4	94.8	110.5	59.7	64.5	51.7	29.5	20.4	45.9	314.3	285.6	365.8
Construction	127.6	125.1	291.9	39.2	37.7	94.3	49.9	44.9	179.1	375.1	349.4	2,025.5
Utilities	244.7	243.3	254.3	-3.7	-7.5	20.5	46.8	46.8	46.8	387.5	365.9	526.8

female growth rate at 28.0 per cent, only slightly exceeded the growth rate for the male labour force of 26.7 per cent. From 1961 to 1971 the female growth rate had almost doubled from the previous decade to 53.1 per cent while the male labour force growth rate had increased to only 33.0 per cent. The continued male domination of the transformative labour force by a ratio of about three to one over the entire 1941 to 1971 period should, however, be emphasized. Increased female employment over the 1961 to 1971 period have only begun to affect the sexual composition of this sector.

Table 3.6 also shows the rapid growth (96.7 per cent) in the transformative sector from 1941 to 1951. This growth rate dropped to just 27.0 per cent in the 1951 to 1961 period, which was followed by a somewhat higher growth rate of 37.6 per cent from 1961 to 1971.

Table 3.7 illustrates the percentage of each age group in the transformative industries. An interesting but expected trend is that the percentage of young workers in these industries has dropped considerably. In 1941, 47.2 per cent of all young workers age 14 to 24 in the labour force were in the transformative industries. This dropped to 44.1 per cent in 1951, to 32.7 per cent in 1961 and to 26.7 per cent in 1971. Since transformative industry employment is generally well paid, it is not surprising that younger workers tended to stay within this sector. Lower growth rates since 1951 in this sector have tended to reduce the accessibility of these jobs to beginning workers.

Table 3.7 also shows that the proportion of older workers (age 65 and over) in the transformative sector, after increasing from 39.6 per cent in 1941 to 43.3 per cent in 1951, also began to decline rapidly to 28.2 per cent in 1961 and to 24.6 per cent in 1971. While better company pensions undoubtedly enabled many transformative workers to look forward to retirement at age 65, stricter enforcement of the retirement age may also have contributed to the decline in older workers after 1951.

In both 1961 and 1971, a much higher proportion of middle-age workers (25 to 64 years) were in transformative industries than was true for either

Table 3.7

PERCENTAGE OF THE TOTAL TORONTO C.M.A. LABOUR FORCE BY AGE GROUP WITHIN TRANSFORMATIVE INDUSTRIES 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Transformative Total	47.2	39.9	39.6	44.1	44.3	44.3	32.7	38.9	28.2	26.7	34.9	24.6
Food	4.6	2.9	2.3	3.7	3.6	2.7	3.1	3.8	2.4	2.3	2.8	1.7
Textiles & Clothing	7.7	7.7	7.1	4.3	5.7	6.9	3.4	3.5	5.3	1.7	2.3	3.6
Wood & Paper	3.7	2.2	3.1	3.1	2.6	3.3	2.6	2.5	2.2	2.2	2.3	1.6
Printing & Publishing	3.1	2.8	3.1	4.6	3.2	4.0	4.2	3.0	3.6	2.7	2.4	2.2
Metal & Machinery	17.9	11.7	8.6	14.2	14.0	10.5	8.1	11.7	6.4	7.9	11.3	4.9
Chemical & Mineral	4.7	3.4	2.5	4.2	4.0	3.1	3.2	3.8	2.2	3.2	3.9	1.6
Miscellaneous Manufacturing	3.2	1.5	1.4	2.3	1.9	2.0	2.5	2.1	1.6	1.6	1.7	4.7
Construction	1.9	6.4	10.3	6.0	7.1	8.9	4.4	7.0	4.1	4.2	6.8	3.9
Utilities	.6	1.2	1.2	1.7	2.1	1.8	1.1	1.4	.4	1.0	1.3	.4

younger or older workers. For example, in 1971 34.9 per cent of middle-age workers were in this sector, compared to 26.7 per cent of younger workers and 24.6 per cent of workers over age 65.

Most of the decline in younger workers from 1941 to 1971 has occurred in the metal and machinery and the textiles and clothing industries. In 1941, 17.9 per cent of all younger workers were in metal and machinery, while 7.7 per cent were in textiles and clothing. By 1971, only 7.9 per cent of younger workers were in the metal and machinery industries, while only 1.7 per cent were in textiles and clothing. In 1941, construction was the largest transformative employer of older workers, with 10.3 per cent of the total. By 1971 only 3.9 per cent of older workers were in construction, while the proportion of younger workers in construction increased since 1941 to 4.2 per cent.

Summary

While still the largest industrial sector in the Toronto CMA in 1971, its share of the labour force since 1951 has declined steadily. By 1971 less than one third of Toronto's labour force was in the transformative sector.

Despite a somewhat faster growth rate in the number of women in the transformative sector in recent years, this sector remains heavily male dominated. Given its share of the total labour force in 1971, this sector also gave employment to disproportionately fewer younger and older workers than any other sector in the Toronto CMA.

IV. THE DISTRIBUTIVE SECTOR 1941 TO 1971

The distributive sector, which includes trade, transportation and communications, increased its labour force by over 200,000 workers (274.5 per cent) from 1941 to 1971. In 1971 there were 279,670 workers in this sector, over 22 per cent of total labour force.

Table 4.1 shows that the distributive sector accounted for 21.4 per cent of new employment from 1941 to 1971. However, in the decade from 1961 to 1971, this sector produced a lesser proportion of new employment (17.6 per cent).

In 1971 almost half of the distributive labour force (133,000) was in the retail trade industry, which had grown by 226 per cent over the previous 30 years. In 1971 wholesale trade with over 68,000 workers and transportation and storage with 53,000 workers, were also major employers in the Toronto area. The communications industry, which had just under 5,000 workers in 1941 grew by more than 400 per cent to over 25,000 workers in 1971, the fastest growth rate of the four distributive industries.

Table 4.2 illustrates the decline in the proportion of Toronto CMA workers in the distributive sector from 1961 to 1971. While from 1941 to 1961 the distributive sector contained over 25 per cent of the labour force, this dropped to 22.5 per cent in 1971. This decline was reflected in all four of the distributive industries.

Table 4.3 indicates what percentage of each industry is male and female. In 1941 74.2 per cent of the labour force in the distributive sector was male, above the 68.1 per cent male average for the Toronto area labour force.

By 1971 the proportion of males in the distributive labour force had dropped to 64.4 per cent, but this was still above average (61.9 per cent) for the whole labour force.

Some interesting shifts have taken place within the distributive industries from 1941 to 1971. Transport and storage which was 95.2 per

Table 4.1

THE LABOUR FORCE AND ITS GROWTH IN THE TORONTO C.M.A.
FOR DISTRIBUTIVE INDUSTRIES 1941 - 1971

	Number in Labour Force				1941 - 71 per cent increase	1941 - 71 Growth as a percentage of total growth	1961 - 71 Growth as a percentage of total growth
	1941	1951	1961	1971	%	%	%
Distributive Total	74,683	142,786	199,587	279,670	274.5	21.4	17.6
Transportation & Storage	14,286	31,051	39,818	53,040	271.3	4.0	2.9
Communications	3,867	10,629	18,634	25,435	422.6	2.1	1.5
Wholesale Trade	14,780	32,048	49,594	68,230	361.6	5.6	4.1
Retail Trade	40,750	69,058	91,541	132,965	226.3	9.6	9.1

Table 4.2

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE
IN DISTRIBUTIVE INDUSTRIES 1941 - 1971

		1941	1951	1961	1971
Distributive Total	No.	74,683	142,786	199,587	279,670
	%	26.1	27.1	25.3	22.3
		%	%	%	%
Transportation & Storage		5.0	5.9	5.0	4.3
Communications		1.7	2.0	2.4	2.0
Wholesale Trade		5.2	6.1	6.3	5.5
Retail Trade		14.3	13.1	11.6	10.7

Table 4.3

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE
FOR DISTRIBUTIVE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941		1951		1961		1971	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Distributive Total	74.2	25.8	71.3	28.7	69.6	30.4	64.4	35.6
Transportation & Storage	95.2	4.8	92.2	7.8	90.4	9.6	86.4	13.6
Communications	70.6	29.4	59.3	40.7	62.4	37.6	61.3	38.7
Wholesale Trade	77.3	22.7	76.3	23.7	76.0	24.0	70.3	29.7
Retail Trade	66.1	33.9	61.4	38.6	58.5	41.5	53.1	46.9

cent male dominated in 1941, witnessed a noticeable 8.8 per cent drop in male representation by 1971. However, this industry was still one of the most heavily male dominated in Toronto.

The communications industry labour force, which includes telephone and postal workers and those in television and radio broadcasting, was almost 39 per cent female in 1971, about the same proportion as in 1951.

Wholesale trade experienced a steady increase in the proportion of women since 1941. Female representation in this sector increased from 22.7 per cent in 1941 to 29.7 per cent in 1971, an increase of 7 per cent. Most of the increases occurred from 1961 to 1971.

Retail trade, which experienced the same trend but with greater intensity, witnessed an increase of 13 per cent in female representation from 33.9 per cent in 1941 to 46.9 per cent in 1971.

Table 4.4 shows that by 1971 over 26 per cent of the distributive labour force was made up of younger workers, about 3 per cent higher than in the whole labour force. In 1971, younger workers (under age 25) were well represented in retail trade, where they amounted to almost 32 per cent of the labour force, and in communications, where almost 27 per cent of the workers were younger. Only 17 per cent of the labour force in transportation and storage were under age 25.

Since 1941, the proportion of the distributive labour force over age 64 has remained below average, compared to the whole labour force. In 1971, 2.2 per cent of distributive workers were 65 or older. The proportion of older workers in 1971 ranged from a high of 2.9 per cent in wholesale trade labour force to less than one per cent in the communications industry.

Table 4.5 shows what percentage of all males and females in the labour force are attached to the distributive industries. For the industry

Table 4.4

AGE GROUP COMPOSITION OF THE LABOUR FORCE
FOR DISTRIBUTIVE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Distributive Total	20.8	76.1	3.1	21.3	75.5	3.3	18.3	79.2	2.5	26.1	71.7	2.2
Transportation & Storage	11.0	86.2	2.8	17.5	80.4	2.1	12.5	85.6	1.9	17.0	81.5	1.5
Communications	17.1	82.2	.6	28.6	70.8	.6	20.8	78.1	1.1	26.9	72.5	.7
Wholesale Trade	22.1	74.1	3.8	21.6	74.1	4.3	15.9	81.0	3.1	21.7	75.4	2.9
Retail Trade	24.2	72.6	3.2	21.6	74.6	3.8	21.5	75.6	2.9	31.8	65.7	2.5

Table 4.5

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN
THE TORONTO C.M.A. LABOUR FORCE IN DISTRIBUTIVE INDUSTRIES 1941 - 1971

	1941				1951				1961				1971			
	Males		Females		Males		Females		Males		Females		Males		Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labour Force	194,798	100	90,980	100	367,453	100	159,266	100	529,018	100	260,633	100	769,470	100	474,875	100
Distributive Total	55,390	28.4	19,293	21.2	101,788	27.7	40,998	25.7	138,893	26.3	60,694	23.3	180,080	23.4	99,590	21.0
Transportation & Storage	13,598	7.0	688	.8	28,626	7.8	2,425	1.5	35,998	6.8	3,820	1.5	45,825	6.0	7,215	1.5
Communications	3,436	1.8	1,431	1.6	6,303	1.7	4,326	2.7	11,636	2.2	6,998	2.7	15,590	2.0	9,845	2.1
Wholesale Trade	11,432	5.9	3,348	3.7	24,437	6.7	7,611	4.8	37,667	7.1	11,927	4.6	47,995	6.2	20,235	4.3
Retail Trade	26,924	13.8	13,826	15.2	42,422	11.5	26,636	16.7	53,592	10.1	37,949	14.6	70,670	9.2	62,295	13.1

as a whole, the per cent of males has declined from 28.4 per cent in 1941 to 23.4 per cent in 1971. While in 1951 over 25 per cent of all working women were in the distributive sector, by 1971 only 21 per cent were in this sector.

Historically, a majority of women in the distributive sector were in retail trade. In 1941, 15.2 per cent of all labour force females were attached to the retail trade industry. By 1971 only 13.1 per cent were in this industry. In 1941, 13.8 per cent of all men were in the retail trade but this declined steadily to 9.2 per cent in 1971. In 1971, wholesale trade, the second largest distributive industry, employed 6.2 per cent of the male labour force and 4.3 per cent of the female labour force.

The communications labour force includes 2.0 per cent of all male workers and 2.1 per cent of all female workers in 1971. Both these figures are lower than in 1961.

Transportation and storage in 1971 employed 6 per cent of all males and 1.5 per cent of all females in the labour force. In 1971 there were over six men for every women in this industry.

As shown in table 4.6, the male distributive labour force grew by about 225 per cent from 1941 to 1971, slower than the growth rate of about 295 per cent in the total male labour force in the Toronto CMA. However, the female distributive labour force grew by almost 420 per cent over the same 30 year period, about the same as for the entire female labour force.

In the decade from 1961 to 1971, the growth rate in the distributive sector was about 40 per cent, substantially lower than the 57.6 per cent growth rate for the whole labour force. The 1961 to 1971 growth rates for both men and women in the distributive sector were also well below the average growth rates for the total male and female labour forces.

Growth in the communications labour force was well above average from 1941 to 1961. However, from 1951 to 1961, only growth in the male labour force was above average, while from 1961 to 1971 the growth rate for

Table 4.6

PER CENT INCREASE IN THE LABOUR FORCE WITHIN DISTRIBUTIVE INDUSTRIES IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

	1941 - 51			1951 - 61			1961 - 71			1941 - 71		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.0	295.8	420.6
Distributive Total	91.2	83.8	112.5	39.8	36.5	48.0	40.1	29.7	64.1	274.5	225.1	416.2
Transportation & Storage	117.4	110.5	252.5	28.2	25.8	57.5	33.2	27.3	88.9	271.3	237.0	948.7
Communications	118.4	83.4	202.3	75.3	84.6	61.8	36.5	34.0	40.7	422.6	353.7	588.0
Wholesale Trade	116.8	113.8	127.3	54.7	54.1	56.7	37.6	27.4	69.7	361.6	319.8	504.4
Retail Trade	69.5	57.6	92.7	32.6	26.3	42.5	43.5	31.9	64.2	226.3	162.5	350.6

both sexes in the labour force was well below average in the communications industry.

In the transportation and storage industry, the largest labour force increase (117.4 per cent) took place in the 1941 to 1951 period. Much slower growth took place from 1951 to 1961 (28 per cent) and from 1961 to 1971 (33 per cent). Despite the higher rate of growth in the female labour force from 1941 to 1971, in the latter year there were more than six male workers for every female in this industry in 1971.

The female labour force in the wholesale trade industry increased by over 500 per cent from 1941 to 1971, while the number of female workers in the larger retail trade industry grew by more than 350 per cent in the same period.

Table 4.7 shows that the percentage of all older workers in the distributive sector declined from 20.5 per cent in 1941 to 18.3 per cent in 1971. Just over one-fourth of younger workers were in this sector in 1941 and in 1971. The proportion of all middle-age workers (25 to 64 years) in this sector also remained at just over 25 per cent from 1941 to 1961 but declined to 21.7 per cent in 1971. This same decline was most noticeable in retail trade, where middle-age workers declined from 13.8 per cent in 1941 to just 9.4 per cent in 1971.

Summary

Despite substantial growth (80,000 workers) in the distributive sector from 1961 to 1971 in the Toronto CMA, the rate of growth during that period (40.1 per cent) was well below the average growth rate in the total labour force (57.6 per cent). This below average rate of growth has led to a decline in the proportion of the labour force in the distributive sector from 25.3 per cent in 1961 to 22.5 per cent in 1971.

The proportion of the distributive labour force which is female has steadily increased from 26.3 per cent in 1941 to 35.6 per cent in 1971. Most

Table 4.7

PERCENTAGE OF THE TOTAL TORONTO C.M.A. LABOUR FORCE BY AGE GROUP WITHIN DISTRIBUTIVE INDUSTRIES 1941 - 1971

Age Groups:	1941			1951			1961			1971		
	14 - 24 %	25 - 64 %	65+ %	14 - 24 %	25 - 64 %	65+ %	15 - 24 %	25 - 64 %	65+ %	15 - 24 %	25 - 64 %	65+ %
Total Labour Force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Distributive Total	25.8	26.5	20.5	27.9	27.3	19.8	27.8	25.0	18.8	25.6	21.7	18.3
Transportation & Storage	2.6	5.7	3.6	5.0	6.3	2.8	3.8	5.4	2.7	3.2	4.7	2.3
Communications	1.4	1.9	.3	2.8	1.9	.3	3.0	2.3	.8	2.4	2.0	.5
Wholesale Trade	5.4	5.1	5.0	6.4	6.0	5.8	6.0	6.4	5.6	5.2	5.6	5.7
Retail Trade	16.4	13.8	11.7	13.7	13.0	10.9	15.0	11.0	9.7	14.8	9.4	9.8

of this growth in female employment occurred in the large retail trade industry, which went from 34 per cent female in 1941 to 47 per cent female in 1971.

An above average proportion (26.1 per cent) of workers in the distributive sector were under age 25 in 1971. Recent growth in the number of younger workers in this sector was largely due to an increase in the proportion of the retail trade labour force which was under age 25 from 21.5 per cent in 1961 to 31.8 per cent in 1971.

V. THE PRODUCER SERVICE SECTOR 1941 TO 1971

Producer service sector was the second fastest growing sector in the Toronto CMA surpassed only by social services from 1941 to 1971. By 1971, 55 per cent of Ontario's producer service labour force was concentrated in the Toronto CMA. Table 5.1 shows that from 1941 to 1971 employment in producer services grew from 21,362 to 140,180, an increase of 556 per cent. By comparison, during this period the total labour force grew by 335.6 per cent.

Employment in this sector is largely in financial services, which grew by 490 per cent from 1941 to 1971, and in insurance and real estate, which grew by 403 per cent. In 1971 the financial services labour force numbered over 40,000 while that for insurance and real estate was over 44,000. Engineering and architectural services employment went from 1,416 in 1941 to 11,455 in 1971, an increase of over 700 per cent. Employment in accounting services increased to 6,445 in 1971, an increase of 560 per cent. Miscellaneous services employment went from 619 in 1941 to 19,640 in 1971, an increase of over 3,000 per cent. This latter category includes such services as economic research, interior decorating, industrial designing, clothing designing, credit bureaus, and duplicating and private mailing services.

Producer services accounted for 12.4 per cent of the total labour force growth from 1941 to 1971. From 1961 to 1971 this sector's labour force grew by almost 60,000 and accounted for 13.1 per cent of the total increase.

Table 5.2 illustrates the growth of producer service employment from 7.5 per cent of the total in 1941 to 11.3 per cent of the total in 1971. Financial services such as banks and trusts, grew from 2.4 per cent to 3.2 per cent of Toronto's labour force, while insurance and real estate went from 3.1 per cent to 3.6 per cent over the same period.

Table 5.3 shows the rapid growth in the ratio of women to men in producer services since 1941. While women were about 36 per cent of the

Table 5.1

THE LABOUR FORCE AND ITS GROWTH IN THE TORONTO C.M.A.
FOR PRODUCER SERVICE INDUSTRIES 1941 - 1971

	Number in Labour Force				1941 - 71 per cent increase	1941 - 71 Growth as a percentage of total growth	1961 - 71 Growth as a percentage of total growth
	1941	1951	1961	1971	%	%	%
Producer Service Total	21,362	45,243	80,692	140,180	556.2	12.4	13.1
Financial Services	6,837	14,388	23,599	40,335	490.0	3.5	3.7
Insurance & Real Estate	8,780	17,337	28,739	44,195	403.4	3.7	3.4
Engineering & Architecture	1,416	2,469	5,641	11,455	709.0	1.0	1.3
Accounting	976	2,210	3,791	6,445	560.3	.6	.6
Legal Services	1,717	2,870	5,287	8,940	420.7	.8	.8
Advertising	1,017	2,046	3,947	5,805	470.8	.5	.4
Miscellaneous Business Services	619	3,082	7,756	19,640	3,072.9	2.0	2.6
Labour and Trade Organizations	-	841	1,932	3,365	300.1*	.3*	.3

*Data for the 1951 to 1971 period.

Table 5.2

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE
IN PRODUCER SERVICE INDUSTRIES 1941 - 1971

		1941	1951	1961	1971
Producer Service Total	No.	21,362	45,243	80,692	140,180
	%	7.5	8.6	10.2	11.3
		%	%	%	%
Financial Services		2.4	2.7	3.0	3.2
Insurance & Real Estate		3.1	3.3	3.6	3.6
Engineering & Architecture		.5	.5	.7	.9
Accounting		.3	.4	.5	.5
Legal Services		.6	.5	.7	.7
Advertising		.4	.4	.5	.5
Miscellaneous Business Services		.2	.6	1.0	1.6
Labour and Trade Organizations		-	.2	.2	.3

Table 5.3

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE
FOR PRODUCER SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941		1951		1961		1971	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Producer Service Total	64.3	35.7	56.5	43.5	54.9	45.1	52.6	47.4
Financial Services	64.7	35.3	52.6	47.4	49.3	50.7	44.1	55.9
Insurance & Real Estate	60.9	39.1	53.4	46.6	53.4	46.6	51.0	49.0
Engineering & Architecture	79.9	20.1	79.7	20.3	84.3	15.7	80.2	19.8
Accounting & Bookkeeping	83.2	16.8	80.9	19.1	78.6	21.4	67.6	32.4
Legal Services	56.4	43.6	51.3	48.7	49.3	50.7	43.4	54.6
Advertising	68.9	31.1	61.3	38.7	59.2	40.8	58.1	41.9
Miscellaneous Business Services	56.7	43.3	57.2	42.8	46.5	53.5	54.0	46.0
Labour and Trade Organizations	-	-	56.8	43.2	51.2	48.8	52.9	47.1

producer services labour force in 1941, this increased to over 47 per cent, or almost half, by 1971. Both the financial and legal services labour forces were over 50 per cent female by 1961. In 1941 the financial services labour force was only 35.3 per cent female, slightly below average for the producer service sector. This changed rapidly, and by 1951 financial services were 47.4 per cent female, a shift of over 12 per cent. In 1961, workers in this industry were 50.7 per cent female,and by 1971 the proportion had risen to 55.9 per cent, highest of all the producer service industries.

In 1941 the female per cent of the labour force in insurance and real estate was 39.1 per cent, which increased to and remained at 46.6 per cent in 1951 and 1961. By 1971,women comprised 49 per cent of this industry's labour force. The labour force in other industries, such as engineering & architecture, and accounting, was heavily male dominated (about 80 per cent) in 1941, and has remained so through 1971.

Table 5.4 shows the age group composition of the producer service industries. As a whole the age group composition for this sector was similar to the Toronto average in both 1941 and 1971. However, in both 1951 and 1961 the producer service sector employed the highest percentage of younger workers and the lowest percentage of middle-age workers (25 to 64 years) of any sector. In 1951,28.7 per cent of this sector's workforce was below age 25, compared to 20.7 per cent in the whole labour force. In 1961 the percentage of younger workers had dropped to 22.7 per cent in producer services and to 16.6 per cent in the whole labour force.

By 1951 almost 31 per cent of the labour force in banks and other financial services was under 25 years of age. Financial services maintained this high percentage of younger workers through 1971, when they accounted for over 29 per cent of that labour force. In 1951,younger workers constituted over 32 per cent of the labour force in insurance and real estate. By 1971, however, younger workers had declined to 24 per cent of the labour force in this industry.

Table 5.4

AGE GROUP COMPOSITION OF THE LABOUR FORCE
FOR PRODUCER SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Producer Service Total	19.6	76.7	3.7	28.7	67.1	4.2	22.7	73.6	3.7	24.4	72.3	3.2
Financial Services	21.6	76.3	2.1	30.8	66.0	3.2	27.8	68.9	3.3	29.2	68.4	2.4
Insurance & Real Estate	19.7	76.3	4.0	32.4	63.0	4.6	22.7	73.2	4.1	24.0	72.6	3.4
Engineering & Architecture	13.4	80.2	6.4	21.0	73.6	5.4	14.8	82.1	3.1	16.8	81.3	1.9
Accounting	19.5	76.1	4.4	23.5	72.1	4.4	27.2	68.9	3.9	24.7	72.0	3.3
Legal Services	14.0	80.0	6.0	19.0	76.6	4.4	15.3	79.2	5.5	22.8	72.3	4.9
Advertising	23.0	74.2	2.8	25.7	72.1	2.2	20.1	78.0	1.9	21.6	76.1	2.3
Miscellaneous Business Services	22.5	73.5	4.0	23.0	70.7	6.3	19.1	77.8	3.1	23.0	72.8	4.2
Labour and Trade Organizations	-	-	-	13.3	81.1	5.6	14.6	80.0	5.4	14.6	78.0	7.0

Table 5.5 shows the number of men and women in each producer service industry and their proportion of the total male and female labour forces in the Toronto CMA. While in 1941 the producer services labour force contained 7.1 per cent (13,736) of all men in the Toronto area labour force, by 1971 this increased to almost 10 per cent (73,695) of the male labour force. From 1941 to 1971, the proportion of all women in the producer services sector grew from 8.4 per cent (7,626) to 14 per cent (66,395).

The proportion of women working in financial services increased from 2.7 per cent in 1941 to 4.7 per cent in 1971, while the proportion of men remained unchanged at 2.3 per cent. Of the 66,395 women in producer services in 1971, 22,530 were in financial services and 21,665 were in insurance and real estate.

Table 5.6 shows that the highest rate of growth for producer services was achieved in the 1941 to 1951 period. In that period the male labour force increased by 86 per cent and the female labour force increased by 158.3 per cent. In the two subsequent decades, the growth rates for both men and women have declined. In the decade from 1961 to 1971, the growth rate for males in the producer services labour force stood at 66.5 per cent while the female rate continued to be higher, at 82.3 per cent. Over the 1941 to 1971 period, the female labour force grew by 770.6 per cent while the rate for men was 436.5 per cent.

Employment for women from 1941 to 1971 increased by over 800 per cent in the financial services, by over 500 per cent in insurance & real estate and in legal services, by over 650 per cent in advertising and in engineering & architecture and by over 1,100 per cent in accounting. The fastest increases in the male labour force from 1941 to 1971 occurred in engineering and architecture (over 700 per cent) and in accounting (over 400 per cent). Newer services, found in the miscellaneous business services group, increased fastest of all (over 3,000 per cent), but many of these services were unknown or in their infancy in 1941 or 1951.

Table 5.5

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN
THE TORONTO C.M.A. LABOUR FORCE IN PRODUCER SERVICE INDUSTRIES 1941 - 1971

	1941				1951				1961				1971			
	Males		Females		Males		Females		Males		Females		Males		Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labour Force	194,798	100	90,980	100	367,453	100	159,266	100	529,018	100	260,633	100	769,970	100	474,875	100
Producer Service Total	13,736	7.1	7,626	8.4	25,547	7.0	19,696	12.4	44,270	8.4	36,422	14.0	73,695	9.6	66,395	14.0
Financial Services	4,422	2.3	2,415	2.7	7,564	2.1	6,824	4.3	11,643	2.2	11,956	4.6	17,805	2.3	22,530	4.7
Insurance & Real Estate	5,350	2.7	3,430	3.8	9,259	2.5	8,078	5.1	15,357	2.9	13,382	5.1	22,530	2.9	21,665	4.6
Engineering & Architecture	1,132	.6	284	.3	1,968	.5	501	.3	4,754	.9	887	.3	9,190	1.2	2,265	.5
Accounting	812	.4	164	.2	1,787	.5	423	.3	2,978	.6	813	.3	4,360	.6	2,085	.4
Legal Services	968	.5	749	.8	1,473	.4	1,397	.9	2,608	.5	2,679	1.0	4,055	.5	4,885	1.0
Advertising	701	.4	316	.3	1,254	.3	792	.5	2,335	.4	1,612	.6	3,375	.4	2,430	.5
Miscellaneous Business Services	351	.2	268	.3	1,764	.5	1,318	.8	3,605	.7	4,151	1.6	10,600	1.4	9,040	1.9
Labour and Trade Organizations	-	-	-	-	478	.1	363	.2	990	.2	942	.4	1,780	.2	1,495	.3

Table 5.6

PER CENT INCREASE IN THE LABOUR FORCE WITHIN PRODUCER SERVICE INDUSTRIES IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

	1941 - 51			1951 - 61			1961 - 71			1941 - 71		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.0	295.8	420.6
Producer Service Total	111.8	86.0	158.3	78.4	73.3	84.9	73.7	66.5	82.3	556.2	436.5	770.6
Financial Services	110.4	71.1	182.6	64.0	53.9	75.2	70.9	52.9	88.4	490.0	302.6	832.9
Insurance & Real Estate	97.5	73.1	135.5	65.8	65.9	65.7	53.8	46.7	61.9	403.4	321.1	531.6
Engineering & Architecture	74.4	73.9	76.4	128.4	141.6	77.0	103.1	93.3	155.4	709.0	711.8	697.5
Accounting	126.4	120.1	157.9	71.5	66.6	92.2	70.0	46.4	156.4	560.3	436.9	1,171.3
Legal Services	67.2	52.2	86.5	84.2	77.1	91.8	69.1	55.5	82.3	420.7	318.9	552.2
Advertising	101.2	78.9	150.6	92.9	86.2	103.5	47.1	44.5	50.7	470.8	381.5	669.0
Miscellaneous Business Services	397.9	402.6	391.8	151.7	104.4	214.9	153.2	194.0	117.8	3,072.9	2,919.9	3,273.1
Labour and Trade Organizations	-	-	-	129.7	107.1	159.5	74.2	79.8	58.7	300.1	272.4	311.8

Table 5.7 shows that in 1941 producer services employed about 7 per cent of Toronto CMA workers in all three age groups. By 1951 the proportion of younger workers in these services had jumped to 11.9 per cent and increased again in 1961 to 14 per cent. With the arrival of post-war children to the labour force in 1971, younger workers greatly increased their presence in all sectors, with the result that the proportion of these workers in producer services declined slightly to 12 per cent.

Since 1941 a growing proportion of older workers were attached to producer service industries, almost doubling this sector's share from 7.1 per cent in 1941 to 13.3 per cent in 1971. This growth in the proportion of older workers was evident in almost every producer service industry.

Summary

The producer services constitute the second fastest growing sector in the Toronto area from 1941 to 1971. In 1971 about 140,000 workers or 11 per cent of the total labour force were in this sector of the economy. Producer service industries include financial services, such as banking; insurance and real estate; and specialized services such as accounting, law, engineering, advertising and product design.

Historically, an above average proportion of the producer services labour force has been made up of women. In 1971, almost half of this sector's labour force was female. Financial services were noteworthy in that they employed an above average percentage of women and young workers (under age 25), from 1951 to 1971.

Table 5.7

PERCENTAGE OF THE TOTAL TORONTO C.M.A. LABOUR FORCE BY AGE GROUP WITHIN DISTRIBUTIVE INDUSTRIES 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 25	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Producer Service Total	7.0	7.6	7.1	11.9	7.7	8.1	14.0	9.4	11.1	12.0	11.0	13.3
Financial Services	2.5	2.4	1.3	4.1	2.4	1.9	5.0	2.6	2.9	4.1	3.0	2.9
Insurance & Real Estate	2.9	3.1	3.2	5.2	2.8	3.4	5.0	3.3	4.3	3.7	3.5	4.4
Engineering & Architecture	.3	.5	.8	.5	.5	.6	.6	.7	.7	.7	1.0	.6
Accounting	.3	.3	.4	.5	.4	.4	.8	.4	.5	.6	.5	.6
Legal Services	.4	.6	.9	.5	.6	.5	.6	.7	1.1	.7	.7	1.3
Advertising	.4	.4	.3	.5	.4	.2	.6	.5	.3	.4	.5	.4
Miscellaneous Business Services	.2	.2	.2	.7	.6	.8	1.1	1.0	.9	1.6	1.5	2.4
Labour and Trade Organizations	-	-	-	.1	.2	.2	.2	.2	.4	.2	.3	.7

VI. THE SOCIAL SERVICE SECTOR 1941 TO 1971

The social service sector, which includes public administration, education, health and welfare, was the fastest growing sector of the economy from 1941 to 1971. Table 6.1 shows that the labour force attached to this sector increased from over 28,000 workers in 1941 to 211,265 in 1971, an increase of 636.6 per cent. This was considerably faster than the 335.6 per cent rate of growth in the labour force as a whole. Over this thirty year period, social services accounted for 19.0 per cent of all labour force growth. Over the 1961 to 1971 decade this sector's share of labour force growth rose to 22.6 per cent.

Labour force growth from 1941 to 1971 in education and the provincial government was over 1,000 per cent, by far the largest increases among the social services. Increases in health and welfare were nearer 500 per cent, while local and federal governments increased their labour forces by 362 per cent and 435 per cent, respectively. In 1941 persons in the armed forces were excluded from the social service total.*

Employment in the three levels of government is confined primarily to those engaged in public administration, law enforcement and correction. Crown corporation employees are assigned to utilities, manufacturing or transportation, depending on their activities. Postal workers and CBC employees are included in communications. Other employees of governments appear in the education, health and welfare industries.

Table 6.2 again affirms the growth in the social services. While one worker in ten was attached to this sector in 1941, by 1971 one in six was in this sector, about 16.9 per cent of the total. The total shift of 6.9 per cent of the labour force into the social services was the largest gain of any sector. Over half this gain took place from 1961 to 1971, with the bulk of that increase occurring in education, which expanded from 3.5

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*The number of persons in active service in 1941 from the Toronto CMA are shown for reference, but this excludes those in civilian defence employment. Subsequent defence employment is obviously below 1941 levels, however, since 1941 data is not entirely consistent with latter data, percentage calculations start with 1951 data.

Table 6.1

THE LABOUR FORCE AND ITS GROWTH IN THE TORONTO C.M.A.
FOR SOCIAL SERVICE INDUSTRIES 1941 - 1971

	Number in Labour Force				1941 - 71 per cent increase	1941 - 71 Growth as a percentage of total growth	1961 - 71 Growth as a percentage of total growth
	1941	1951	1961	1971	%	%	%
Social Service Total	28,681	55,605	108,184	211,265	636.6	19.0	22.6
Health	9,343	17,559	30,203	57,320	513.5	5.0	6.0
Education	6,407	12,624	27,451	73,905	1,053.5	7.0	10.2
Welfare	1,416	3,325	3,413	8,320	487.6	.7	1.1
Religious Organizations	1,749	2,434	4,159	4,840	176.7	.3	.1
Federal Government	2,653	5,620	8,751	14,190	434.9	1.2	1.2
Defence	(25,779)*	2,614	5,099	4,210	(-)*	(-)*	(-)
Provincial Government	2,119	4,448	10,204	25,420	1,099.6	2.4	3.3
Local Government	4,994	6,981	18,904	23,060	361.8	1.9	.9

*Non-census data on active army service: 1941 defence data not included in total social service labour force and not compatible with other years.

Table 6.2

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE IN SOCIAL SERVICE INDUSTRIES 1941 - 1971

	1941	1951	1961	1971
	%	%	%	%
Social Service Total	10.0	10.6	13.7	16.9
Health	3.3	3.3	3.8	4.6
Education	2.2	2.4	3.5	5.9
Welfare	.5	.6	.4	.7
Religious Organizations	.6	.5	.5	.4
Federal Government	.9	1.1	1.1	1.1
Defence	(25,779)*	.5	.6	.3
Provincial Government	.7	.8	1.3	2.0
Local Government	1.7	1.3	2.4	1.9

*Number of non-civilian defence personnel from non-Census sources.

to 5.9 per cent of the labour force. Growth in educational employment is directly related to the maturing of baby boom children and the growth of post-secondary education.

Employment in health services, which grew slowly from 3.3 per cent of the labour force in 1941 to 3.8 per cent in 1961, jumped to 4.6 per cent of the labour force in 1971. The provincial government also expanded rapidly from .7 per cent of the labour force in 1941 to 2.0 per cent in 1971. Employment in defence and religious organizations declined in proportion to the whole labour force from 1941 to 1971, while the federal and local governments each increased their proportion of the labour force slightly. By 1971 public administration at the three levels of government employed 5.0 per cent of the total Toronto CMA labour force. They employed 3.3 per cent in 1941.

Table 6.3 shows that in 1971, for the first time, a majority of workers in the social services were women. Even from 1941 to 1961, the proportion of women in this sector was far above the average for the total labour force. In 1971 the social services labour force was 54.4 per cent female compared to 38.1 per cent in the whole labour force.

Health, education and welfare industries employed more women than men from 1941 to 1971. The proportion of women in health and welfare has increased to 74 per cent and 73.4 per cent respectively in 1971, while in education the proportion of women declined slightly to 56.2 per cent.

The federal government has had the greatest increase in the proportion of workers who were female since 1941, when less than 30 per cent were women. By 1961, 44.8 per cent of the federal government's labour force was female. This increased slightly to 45.9 per cent female in 1971. Workers for local governments, however, were still over 80 per cent male in 1971.

The preponderance of males in local government is partly related to the exclusion of library and school board employees from local governments and also to the low number of women in local police and fire departments. However, it seems that the movement towards a high or higher proportion of

Table 6.3

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE
FOR SOCIAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941		1951		1961		1971	
	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Social Service Total	50.6	49.4	53.0	47.0	52.4	47.6	45.6	54.4
Health	29.3	70.7	35.1	64.9	30.7	69.3	26.0	74.0
Education	40.8	59.2	47.3	52.7	45.4	54.6	43.8	56.2
Welfare	33.3	66.6	38.7	61.3	26.5	73.5	26.6	73.4
Religious Organizations	64.6	35.4	62.7	37.3	55.8	44.2	57.4	42.6
Federal Government	70.5	29.5	62.9	37.1	55.2	44.8	54.1	45.9
Defence	99.6*	.4*	92.3	7.7	87.3	12.7	84.4	15.6
Provincial Government	53.9	46.1	57.2	42.8	59.6	40.4	56.3	43.7
Local Government	91.0	9.0	87.6	12.4	86.5	13.5	80.3	19.7

*Non-census data. Excludes civilian defence workers.

women in the social services and the labour force as a whole had only a modest impact on local government employment by 1971. Among the social services only defence employees had a lower (15.6 per cent) percentage of females in 1971 than did local government (19.7 per cent).

Table 6.4 shows that by 1971 the age group composition of the social services labour force was basically similar to that of the whole labour force. In both 1941 and 1951 social services employed a noticeably lower proportion of younger workers (under age 25) and a higher proportion of middle-age workers (25 to 64 years) than in the whole labour force. Employment of older workers in the social services was above average in the 1941 to 1961 period, but slightly below average in 1971.

In 1971, employment in defence and the provincial government was above average in terms of the proportion of younger workers, while in religious organizations the proportion of younger workers was far below average. Religious organizations had the highest percentage of older workers in 1971 (11.9 per cent) of all labour force categories, despite the fact that this proportion has declined from 16.6 per cent in 1941. The next highest proportion of older workers was in welfare, with 3.6 per cent, only slightly above average for the labour force.

Table 6.5 outlines the numbers of men and women in each of the social services and shows the proportion of the labour force in each industry by sex. The proportion of all male labour force participants in the social services increased from 7.5 per cent in 1941 to 12.5 per cent in 1971. For women the increase was from 15.6 per cent in 1941 to 24.2 per cent in 1971.

Of the 475,000 women in the labour force in 1971, 42,400 (8.9 per cent) worked in the health industry and 41,500 (8.7 per cent) worked in the education industry, while about 11,100 (2.3 per cent) were in the provincial government. Of the 770,000 men in the 1971 Toronto labour force, 32,400 (4.2 per cent) worked in the education industry, 18,500 (2.4 per cent) worked in local government, 14,900 (1.9 per cent) were in the health industry, and 14,300 (1.9 per cent) were in the provincial government.

Table 6.4

AGE GROUP COMPOSITION OF THE LABOUR FORCE
FOR SOCIAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Social Service Total	14.8	80.2	5.0	16.4	77.8	5.8	16.2	79.2	4.6	21.5	76.2	2.3
Health	24.0	72.1	3.9	20.6	73.6	5.8	19.1	76.3	4.6	22.6	75.0	2.4
Education	8.3	87.8	3.9	12.4	81.6	6.0	18.1	78.1	3.8	20.1	78.2	1.7
Welfare	13.4	80.1	17.5	13.2	77.6	9.2	10.7	81.2	8.1	22.7	73.7	3.6
Religious Organizations	4.6	78.7	16.6	6.9	79.7	13.4	9.4	76.7	13.9	13.3	74.8	11.9
Federal Government	25.1	72.5	2.4	13.8	84.0	2.2	11.8	85.1	3.1	23.0	75.7	1.3
Defence	-	-	-	33.0	64.7	2.3	21.0	77.9	1.1	24.9	74.6	.5
Provincial Government	13.4	82.6	4.0	20.1	74.1	5.8	16.9	78.3	4.8	24.1	73.8	2.1
Local Government	4.7	89.1	6.2	11.6	82.8	5.6	11.7	83.8	4.5	20.5	77.0	2.5

Table 6.5

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN
THE TORONTO C.M.A. LABOUR FORCE IN SOCIAL SERVICE INDUSTRIES 1941 - 1971

	1941				1951				1961				1971			
	Males		Females		Males		Females		Males		Females		Males		Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labour Force	194,789	100	90,980	100	367,453	100	159,266	100	529,018	100	260,633	100	769,970	100	474,875	100
Social Service Total	14,512	7.5	14,169	15.6	29,458	8.0	26,146	16.4	56,657	10.7	51,527	19.8	96,325	12.5	114,940	24.2
Health	2,740	1.4	6,603	7.3	6,161	1.7	11,398	7.2	9,258	1.8	20,945	8.0	14,890	1.9	42,430	8.9
Education	2,611	1.3	3,796	4.2	5,975	1.6	6,649	4.2	12,460	2.4	14,991	5.8	32,380	4.2	41,525	8.7
Welfare	472	.2	944	1.0	2,083	.6	1,242	.8	904	.2	2,509	1.0	2,210	.3	6,110	1.3
Religious Organizations	1,130	.6	619	.7	1,527	.4	907	.6	2,322	.4	1,837	.7	2,780	.4	2,060	.4
Federal Government	1,870	1.0	783	.9	3,533	1.0	2,087	1.3	4,829	.9	3,922	1.5	7,680	1.0	6,510	1.4
Defence	-	-	-	-	2,412	.7	202	.1	4,452	.8	647	.2	3,555	.5	655	.1
Provincial Government	1,143	.6	976	1.1	2,544	.7	1,904	1.2	6,085	1.2	4,119	1.6	14,315	1.9	11,105	2.3
Local Government	4,546	2.3	448	.5	6,117	1.7	864	.5	16,347	3.1	2,557	1.0	18,515	2.4	4,545	1.0

Table 6.6 shows that from 1941 to 1971 the female labour force in the social services increased by about 700 per cent. The growth rate in the male labour force was 550 per cent from 1941 to 1971.

In both education and the provincial government, the male labour force increased by about 1,150 per cent from 1941 to 1971 and was somewhat higher than the female growth rates, which were nearer 1,000 per cent. Over the same period, the growth rate for women was twice as great as that for men in the federal government. In local government the growth rate for female workers was three times greater than that for men from 1941 to 1971.

It is immediately apparent from table 6.7 that younger and middle-age workers are the primary beneficiaries of the growth in the social services from 1941 to 1971. While social services gained 6.9 per cent of the entire labour force since 1941, there was only a one per cent increase in the proportion of older workers in this sector by 1971. While only 7.0 per cent of younger workers (14 to 24 years) were in the social services in 1941, 15.9 per cent were in this sector by 1971, an 8.9 per cent increase. Similarly, while 10.7 per cent of the large middle-age workforce was in the social services in 1941, this per cent had grown to 17.4 by 1971, an increase of 6.7 per cent.

Almost half the increase in the proportion of younger workers in the social services from 1941 to 1971 occurred in education. The next largest increases in younger workers were in the provincial government and local government, which gained 1.6 per cent and 1.3 per cent respectively.

Summary

The social services sector labour force has grown by 180,000 (637 per cent) from 1941 to 1971. In 1971 this sector was third largest in the Toronto CMA with a labour force of 211,000, almost 17 per cent of the total labour force. Labour force attachment to both the education industry and the provincial government grew by over 1,000 per cent from 1941 to 1971.

Table 6.6

PER CENT INCREASE IN THE LABOUR FORCE WITHIN SOCIAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

	1941 - 51			1951 - 61			1961 - 71			1941 - 71		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.0	295.8	420.6
Social Service Total	93.9	103.0	84.5	94.6	92.3	97.1	95.3	70.0	123.1	636.6	563.8	711.2
Health	87.9	124.9	72.6	72.0	50.3	83.8	89.8	60.8	102.6	513.5	443.4	542.6
Education	97.0	128.8	75.2	117.5	108.5	125.5	169.2	159.9	177.0	1,053.5	1,140.1	993.9
Welfare	134.8	341.3	31.6	2.6	-56.6	102.0	143.8	144.5	143.5	487.6	368.2	547.2
Religious Organizations	39.2	35.1	46.5	70.9	52.1	102.5	16.4	19.7	12.1	176.7	146.0	232.8
Federal Government	111.8	88.9	166.5	55.7	36.7	87.9	62.2	59.0	66.0	434.9	310.7	731.4
Defence	-	-	-	95.1	84.6	220.3	-17.4	-20.1	1.2	-	-	-
Provincial Government	109.9	122.6	95.1	129.4	139.2	116.3	149.1	135.3	169.6	1,099.6	1,152.4	1,037.8
Local Government	39.8	34.6	92.9	170.8	167.2	195.9	22.0	13.3	77.7	361.8	307.3	914.5

Table 6.7

PERCENTAGE OF THE TOTAL TORONTO C.M.A. LABOUR FORCE BY AGE GROUP WITHIN SOCIAL SERVICE INDUSTRIES 1941 - 1971

	1941			1951			1961			1971		
Age Groups:	14 - 24	25 - 64	65+	14 - 24	25 - 64	65+	15 - 24	25 - 64	65+	15 - 24	25 - 64	65+
	%	%	%	%	%	%	%	%	%	%	%	%
Total Labour Force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Social Service Total	7.0	10.7	12.9	8.4	11.0	13.7	13.3	13.6	18.3	15.9	17.4	14.2
Health	3.7	3.1	3.2	3.3	3.3	4.3	4.4	3.7	5.1	4.5	4.6	4.2
Education	.9	2.6	2.2	1.4	2.6	3.2	3.8	3.4	3.9	5.2	6.2	3.9
Welfare	.3	.5	.8	.4	.7	1.3	.3	.4	1.0	.7	.7	.9
Religious Organizations	.1	.6	2.6	.2	.5	1.4	.3	.5	2.1	.2	.4	1.7
Federal Government	1.1	.9	.5	.7	1.2	.5	.8	1.2	1.0	1.1	1.2	.5
Defence	-	-	-	.8	.4	.3	.8	.6	.2	.4	.3	.1
Provincial Government	.5	.8	.8	.8	.8	1.1	1.3	1.3	1.8	2.1	2.0	1.6
Local Government	.4	2.1	2.8	.7	1.5	1.7	1.7	2.5	3.1	1.7	1.9	1.7

Sections VIII and IX show that employment growth in the social services was below average from 1971 to 1980.

This sector's labour force was over 54 per cent female in 1971, the highest proportion of any sector. Over 70 per cent of the workers in the health and welfare industries in 1971 were female, while, at the other extreme, over 80 per cent of workers in defence and local government were male.

VII. THE PERSONAL SERVICE SECTOR 1941 TO 1971

The personal service sector experienced the slowest rate of growth of all Toronto area industrial sectors from 1941 to 1971. During this period, as shown in Table 7.1, the labour force for personal services increased by 188.5 per cent compared to overall labour force growth of 335.6 per cent. Almost all of the growth in personal services has occurred in the 1951 to 1961 period.

From 1941 to 1971 personal services accounted for just 7.2 per cent of the total growth in the Toronto labour force. This dropped to just over 6.0 per cent for the 1961 to 1971 period.

Only the rate of growth in the recreational and miscellaneous personal services in the 1941 to 1971 period exceeded the average for the entire labour force. During this period recreational industry labour force attachment grew by over 500 per cent, while miscellaneous services increased by almost 1,500 per cent. In 1971 over half of miscellaneous service workers provided services to buildings and dwellings, equipment and vehicle rentals and photography services.

The domestic service labour force declined by 51 per cent from 1941 to 1971, while the hotels and lodging services labour force increased by 84.8 per cent and the number of workers in eating and drinking services increased by 322.6 per cent.

The labour force composition figures in Table 7.2 show the relative, though uneven, decline in the personal services sector labour force from 13.4 per cent of the total labour force in 1941 to 8.6 per cent in 1971. The dramatic drop in personal services from 13.4 per cent in 1941 to 7.7 per cent in 1951 may well be related to the rapid growth in better paying employment opportunities in other Toronto area industries, particularly in manufacturing, construction and transportation which, like personal services, tended to have lower educational requirements. When labour force growth in these three latter groups slowed in the 1951 to 1961 period, personal services responded by increasing their share of the labour force by an

Table 7.1

THE LABOUR FORCE AND ITS GROWTH IN THE TORONTO C.M.A.
FOR PERSONAL SERVICE INDUSTRIES 1941 - 1971

	Number in Labour Force				1941 - 71 per cent increase	1941 - 71 growth as a per cent of total growth	1961 - 71 growth as a per cent of total growth
	1941	1951	1961	1971	%	%	%
Personal Service Total	38,194	40,924	79,503	106,930	180.0	7.2	6.0
Domestic	10,933	6,418	9,810	5,350	-51.1	(-.6)	(-1.0)
Hotels & Lodging	7,025	5,895	32,742	12,985	84.8	.6	
Eating & Drinking	6,617	9,225		27,965	322.6	2.2	1.8
Repair Service	3,467	3,598	6,343	8,345	140.7	.5	.4
Laundry & Cleaning	3,893	5,210	7,212	8,035	106.4	.4	.2
Barber & Beauty	2,480	2,569	5,800	7,685	209.9	.5	.4
Entertainment	2,387	5,156	7,115	14,465	506.0	1.3	1.6
Misc. Personal Service	1,392	2,853	10,481	22,100	1,487.6	2.2	2.6

Table 7.2

PER CENT OF THE TOTAL TORONTO C.M.A. LABOUR FORCE
IN PERSONAL SERVICE INDUSTRIES 1941 - 1971

		1941	1951	1961	1971
Personal Service	No.	38,194	40,378	79,503	106,930
Total	%	13.4	7.8	10.0	8.6
		%	%	%	%
Domestic		3.8	1.2	1.2	.4
Hotels & Lodging		2.5	1.1	4.1	1.0
Eating & Drinking		2.3	1.8		2.2
Repair Service		1.2	.7	.8	.7
Laundry & Cleaning		1.4	1.0	.9	.7
Barber & Beauty		.9	.5	.7	.6
Entertainment		.8	1.0	.9	1.2
Misc. Personal Services		.5	.5	1.3	1.8

additional 2.8 per cent of the labour force to 10.1 per cent of the Toronto area total. The more modest growth in personal services industry from 1961 to 1971 of 1.5 per cent of the total labour force was again mirrored by an increasing rate of growth in transformative sector and the transportation industry.

The personal services sector is the only sector from 1941 to 1971 in which the female composition of the labour force has declined. Table 7.3 shows that the female share of the labour force dropped from a high of 55.6 per cent in 1941 to 45.1 per cent in 1971. However, if domestic services, which are over 90 per cent female, are excluded, it can be seen that the female composition in the rest of this industry actually increased slightly from 41.3 per cent in 1941 to 42.7 per cent in 1971.

Repair services workers remained over 90 per cent male from 1941 to 1971, while the fast growing entertainment sector has seen male participation decline from 81 per cent in 1941 to 67.6 per cent in 1971. Miscellaneous services, 77.1 per cent male in 1941, have seen increasing female participation, and in 1971 were 58.6 per cent male. Laundry and cleaning services and barber and beauty services workers have remained over 50 per cent female from 1961 to 1971.

Table 7.4 reveals the percentage composition of each age group for the sector and each industry. In the personal services sector as a whole, there has been a dramatic increase in the percentage of younger workers (15 to 24 years), from 1961 to 1971. While the percentage of younger workers remained below average from 1941 to 1961, declining from 18.6 per cent to 15.7 per cent, in 1971 they constituted 27.3 per cent of personal services workers, the highest concentration of any industrial sector.

The trend towards young workers was greatest in the fast growing recreational industry in which young workers went from 16.8 per cent in 1941 to 21.2 per cent in 1961, and to 38.6 per cent in 1971. This was the highest concentration of young workers of any industry in 1971. The proportion of

Table 7.3

MALE/FEMALE COMPOSITION OF THE LABOUR FORCE FOR
PERSONAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941		1951		1961		1971	
	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%
Total Labour Force	68.1	31.9	69.8	30.2	67.0	33.0	61.9	38.1
Personal Service Total	44.4	55.6	56.3	43.7	49.9	50.1	54.9	45.1
Domestic	7.7	92.3	9.8	90.2	8.8	91.2	8.9	91.1
Hotels & Lodging	35.7	64.3	62.9	37.1	44.2	55.8	47.4	52.6
Eating & Drinking	53.0	47.0	57.7	42.3			53.4	46.6
Laundry & Cleaning	57.9	42.1	51.3	48.7	46.9	53.1	40.3	59.6
Barber & Beauty	53.1	46.9	55.9	44.1	47.8	52.2	46.2	53.8
Recreational	81.0	19.0	72.0	28.0	71.9	28.1	67.6	32.4
Repair	98.2	1.8	96.9	3.1	95.6	4.4	91.0	9.0
Miscellaneous	77.1	22.9	72.9	27.1	66.9	33.1	58.6	41.4

Table 7.4

AGE GROUP COMPOSITION OF THE LABOUR FORCE FOR
PERSONAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. 1941 - 1971

	1941			1951			1961			1971		
	14-24 %	25-64 %	65+ %	14-24 %	25-64 %	65+ %	15-24 %	25-64 %	65+ %	15-24 %	25-64 %	65+ %
Total Labour Force	21.3	74.8	3.9	20.7	74.8	4.5	16.6	80.0	3.4	23.0	74.3	2.7
Personal Service Total	18.7	76.3	5.1	15.3	77.5	7.1	15.7	77.3	6.9	27.3	68.4	4.3
Domestic	21.3	72.6	6.1	10.5	75.4	14.1	16.0	68.9	5.1	25.8	63.5	10.7
Hotels	6.9	82.4	10.7	10.0	82.0	8.1	13.0	81.2	5.8	20.6	72.5	7.0
Eating and Drinking	25.0	73.4	1.6	17.4	78.8	3.7				31.6	66.1	2.3
Laundry and Cleaning	25.4	71.7	2.8	17.9	76.7	5.4	15.7	79.8	4.5	20.9	75.4	3.7
Barber and Beauty	19.0	78.1	2.9	12.9	81.6	5.5	28.5	68.0	3.4	26.9	70.2	2.9
Recreational	16.8	79.5	3.7	20.2	71.7	8.0	21.2	71.3	7.5	38.6	56.4	4.9
Repair	16.2	81.3	2.4	18.6	77.9	3.5	17.0	79.8	3.2	20.9	74.5	4.6
Miscellaneous	16.7	79.0	4.2	15.2	76.7	8.1	12.4	79.1	8.5	23.6	72.6	3.7

younger workers in the hotels and lodgings, eating and drinking and miscellaneous personal services labour forces doubled from 1961 to 1971. All personal service industries showed an increased proportion of younger workers except the barber and beauty sector, which had a slight decline.

Throughout the 1941 to 1971 period, the proportion of the labour force 65 years and over remained highest in the personal service industry, although the proportion of older workers has declined since 1951, as in all other Toronto area industries. From a 1951 high of 7.1 per cent older workers, the percentage of such workers declined to 4.3 per cent in 1971. The proportion of older workers in domestic services declined from a high in 1961 of 15.1 per cent to 10.7 per cent in 1971, still the highest proportion of older workers in the personal service sector in 1971.

Table 7.5 illustrates what percentage of the male and female Toronto CMA labour force are in personal services. In 1971, for the sector as a whole, 10.2 per cent of all women and 7.6 per cent of all men in the labour force were in this industry, about the same as in 1951. However there was a major decline in the proportion of all female workers in personal services from 23.4 per cent in 1941 to 11.2 per cent in 1951. In 1941 almost half (or 11.0 per cent) of these women were domestic servants, but domestics dropped to 3.6 per cent of the female labour force by 1951. Female workers in hotels and lodgings similarly dropped from 5.0 per cent of the Toronto area female labour force in 1941 to only 1.4 per cent in 1951.

Table 7.6 shows that from 1941 to 1971 the growth rate for the male labour force in personal services was almost twice as great (246.3 per cent) as the growth rate for females (127.1 per cent).

After growing by only 5.7 per cent in the 1941 to 1951 decade, the personal services labour force grew rapidly (96.9 per cent) from 1951 to 1961. While the number of women in personal services declined by 16 per cent from 1941 to 1951, there was a 123 per cent increase from 1951 to 1961. The number of women more than tripled in the hotels, eating and drinking places and miscellaneous sectors during this period.

Table 7.5

TOTALS AND PER CENT OF ALL MALES AND FEMALES IN THE TORONTO C.M.A.
LABOUR FORCE IN PERSONAL SERVICE INDUSTRIES 1941 - 1971

	1941				1951				1961				1971			
	Males		Females		Males		Females		Males		Females		Males		Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labour Force	194,789	100	90,980	100	367,453	100	159,266	100	529,018	100	260,633	100	769,970	100	474,875	100
Personal Service Total	16,943	8.7	21,251	2.34	23,056	6.3	17,869	11.2	39,672	7.5	39,831	15.3	58,670	7.6	48,260	10.2
Domestic	943	.48	9,990	11.0	629	.17	5,789	3.6	859	.16	8,951	3.4	475	.06	4,875	1.0
Hotals & Lodgings	2,508	1.3	4,517	5.0	3,709	1.0	2,186	1.4	14,467	2.7	18,275	7.0	6,150	.80	6,835	1.4
Eating & Drinking	3,508	1.8	3,109	3.4	5,327	1.4	3,898	2.4					14,920	1.9	13,045	2.7
Laundry & Cleaning	2,255	1.2	1,638	1.8	2,675	.73	2,535	1.6	3,380	.64	3,832	1.5	3,240	.42	4,795	1.0
Barber & Beauty	1,317	.68	1,163	1.3	1,437	.39	1,132	.71	2,771	.52	3,029	1.2	3,550	.46	4,135	.87
Recrea-tional	1,933	.99	454	.50	3,711	1.0	1,446	.91	5,114	.97	2,001	.77	9,785	1.3	4,680	.99
Repair	3,406	1.75	61	.07	3,488	.95	110	.07	6,064	1.1	279	.11	7,595	.99	750	.16
Misc.	1,073	.55	319	.35	2,080	.57	773	.49	7,017	1.3	3,464	1.3	12,955	1.7	9,145	1.9

Table 7.6

PER CENT INCREASE IN THE LABOUR FORCE WITHIN PERSONAL SERVICE INDUSTRIES IN THE TORONTO C.M.A. BY SEX AND TOTAL 1941 - 1971

	1941-51			1951-61			1961-71			1941-71		
	Total %	Male %	Female %	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Labour Force	84.3	88.6	75.1	49.9	44.0	63.6	57.6	45.5	82.2	335.0	295.8	420.6
Personal Services Total	5.7	36.1	-15.9	96.9	72.1	122.9	34.5	47.9	21.2	188.5	246.3	127.1
Domestic	-41.3	-33.3	-42.1	52.9	36.6	54.6	-45.5	-44.7	-45.5	-51.1	-49.6	-51.2
Hotels & Lodgings	-16.1	47.9	-51.6	116.5	60.1	200.4	25.1	45.6	8.8	84.8	145.2	51.3
Eating & Drinking	39.4	51.9	25.4							322.6	325.3	319.6
Laundry & Cleaning	33.8	18.6	54.8	38.4	25.4	51.2	11.4	-4.1	25.1	106.4	43.7	192.7
Barber & Beauty	3.6	9.1	-2.7	125.8	92.8	167.6	32.5	28.1	36.5	209.9	169.6	255.5
Recreational	116.0	92.0	218.5	38.0	37.8	38.4	103.3	91.3	133.9	506.0	406.2	930.8
Repair	3.8	2.4	80.3	76.3	73.9	153.6	31.6	25.2	168.8	140.7	123.0	1,129.5
Miscellaneous	105.0	93.8	142.3	267.4	237.4	348.1	110.9	84.6	164.0	1,487.6	1,107.4	2,766.8

From 1961 to 1971 personal, services experienced modest growth of 34.5 per cent, but the male labour force (up 47.9 per cent) grew more than twice as fast as the female labour force (up 21.2 per cent). Much of this difference is related to the slow growth (8.8 per cent) of the female labour force in the hotels, eating and drinking sectors compared to the 45.6 per cent growth rate for men.

Table 7.7 shows the percentage of young, middle-age, and older workers in the Toronto area who are in the personal service sector. An above average per cent of older workers have worked in the personal services from 1941 to 1971. This is probably caused by the high incidence of owner operated personal services and the lack of company pensions in this sector. In 1941, 17.3 per cent of older workers (over 64 years) were in personal services. By 1971 only 13.8 per cent of older workers were in this sector. However, the proportion of all younger workers (under age 25) in personal services has gradually increased from 5.8 per cent in 1951 to 10.2 per cent in 1971.

Summary

Although the personal services labour force in the Toronto area has grown from 38,000 in 1941 to 107,000 in 1971, its growth rate over this period (188.5 per cent) is the lowest of all industrial sectors. For the most part, employment in this sector is characterized by low wages, often supplemented by tips; few benefits, such as company pensions, and relatively modest educational requirements. For the above reasons, the personal services sector is a residual sector which grows most rapidly when better paying jobs, such as those in the transformative sector, are not available.

From 1941 to 1971, an above average percentage of the personal service labour force was composed of both women and older workers (age 65 and over). By 1971, this sector's labour force also had an above average percentage of younger workers (age 15 to 24 years).

Table 7.7

PER CENT OF TOTAL TORONTO C.M.A. LABOUR FORCE BY AGE GROUP
WITHIN PERSONAL SERVICE INDUSTRIES 1941 - 1971

	1941			1951			1961			1971		
	14-24 %	25-64 %	65+ %	14-24 %	25-64 %	65+ %	15-24 %	25-64 %	65+ %	15-24 %	25-64 %	65+ %
Total Labour Force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Personal Service Total	11.8	13.6	17.3	5.8	8.0	12.3	9.5	9.7	20.3	10.2	7.9	13.8
Domestic	3.9	3.7	5.9	.62	1.2	3.8	1.2	1.1	5.5	.48	.37	1.7
Hotels and Lodgings	.81	2.7	6.7	.54	1.2	2.0	3.2	4.2	7.0	.93	1.0	2.7
Eating and Drinking	2.7	2.3	.97	1.5	1.8	1.5				3.1	2.0	1.9
Laundry and Cleaning	1.6	1.3	.98	.86	1.0	1.2	.87	.91	1.2	.59	.65	.90
Barber and Beauty	.78	.90	.65	.30	.53	.60	1.3	.62	.74	.72	.58	.68
Recreational	.67	.89	.80	.96	.94	1.7	1.2	.80	2.0	2.0	.88	2.2
Repair	.94	1.3	.75	.61	.71	.54	.82	.80	.74	.61	.67	1.2
Miscellaneous	.39	.51	.53	.40	.56	.98	.99	1.3	3.3	1.8	1.7	2.5

VIII. EMPLOYMENT FROM 1971 TO THE PRESENT

The trends in employment generation in the period since 1971 are the most crucial to this study. For this reason Section VIII will include a discussion of two issues that are related to job creation: the earnings of workers in different industrial categories and links between industrial employment and unemployment.

Labour force data comparable to that used in the previous sections is not available. The emphasis in this section, therefore, will be on determining the major trends in industrial employment since 1971 within the limits set by the available data. The limitations of the data since 1971 will be discussed throughout this section.

Section VIII will be presented in four parts: (1) The labour force and employment by industrial categories; (2) Employment by industry and sex; (3) Employment by age, and (4) Employment earnings by industry.

1. The Labour Force and Employment by Industry

Total Employment and Labour Force Growth in the Toronto C.M.A.

A combination of census and labour force survey information gives us our best view of total labour force growth in the Toronto area from 1971 to 1981. The census data in Table 8.1 show a period of slow growth in the labour force from 1971 to 1976 of 10.1 per cent over five years and a similar 11.3 per cent increase in employment.

Since 1976 the best source of information on total labour force growth comes from the monthly Labour Force Survey by Statistics Canada. While the Labour Force Survey data are not identical to the Census data, the differences do not obscure the major trends or the extent and nature of change. Using the May labour force data for the Toronto CMA, the closest approximation to the date of the census, a major increase in employment from 1976 to 1981 is apparent. Table 8.1 shows a dramatic 25.1 per cent increase in total employment, compared to an increase of only 11.3 per

Table 8.1

TORONTO C.M.A. LABOUR FORCE AND EMPLOYMENT GROWTH - MAY 1979-81

	Labour Force	Employment
1971 Census	1,265,045*	1,177,550
1976 Census	1,393,010	1,311,000
1976 Labour Force Survey	1,399,000	1,326,000
1980 Labour Force Survey	1,598,000	1,507,000
1981 Labour Force Survey	1,742,000	1,659,000
1971-76 Growth	+ 127,965	+ 133,450
1976-81 Growth	+ 343,000	+ 333,000
1971-81 Growth	+ 470,965	+ 466,450
1971-76 P.C. Gain	+ 10.1%	+ 11.3%
1976-81 P.C. Gain	+ 24.5%	+ 25.1%
1971-81 P.C. Gain	+ 37.7%	+ 40.9%
1961-71 Growth	+ 455,199	
1961-71 P.C. Gain	+ 57.6%	

* This labour force total includes some 20,200 inexperienced workers with no particular industrial affiliation, which is consistent with the other data in this table. Such persons are excluded from the labour force by industry in previous sections.

per cent over the previous five year period. In just the most recent year, from May 1980 to May 1981, total employment increased by considerably more (152,000) than it had during the five years from 1971 to 1976 (133,450).

Over the decade from May 1971 to May 1981, there was a net increase of 466,450 in the number of employed persons in the Toronto CMA labour market, 71 per cent of which occurred in the most recent five year period. This represents a 40.9 per cent increase in the number of employed since 1971. During this same period, the total labour force, which included both employed and unemployed, increased by 37.7 per cent or 470,965.

Assuming that no major revisions of the above data are found by the 1981 census, the growth in the labour force from 1971 to 1981 will have been larger numerically than in any preceding decade, although the labour force growth of 455,199 from 1961 to 1971 was only slightly less. Despite the fact that the rate of growth in the labour force has declined from 57.6 per cent (1961 to 1971) to 37.7 per cent in the 1971 to 1981 period, it is more appropriate to emphasize that actual growth has been sustained, with an average increase of 45,000 jobs a year in the 1961 to 1971 decade and an average increase in the labour force of 46,600 a year in the most recent decade. The extent to which growth has been sustained can be better appreciated when it is noted that labour force growth in each of the last two decades has not been much less than the total Toronto area labour force of 526,828 in 1951.

The Labour Force Survey by Statistics Canada also reveals something about the importance of the Toronto CMA employment generation in the broader context of the Province of Ontario. This should be of interest to those who wish to understand more fully the nature of labour force growth in Ontario's largest community and Canada's financial capital. Table 8.2 shows the annual changes in average total employment in the Toronto CMA and the rest of the province from 1975 to 1981. Both the extent of change and its direction are of interest. From 1975 to 1976 employment in the Toronto CMA actually declined while employment increased rapidly in the rest of Ontario. From 1976 to 1981 Toronto's share of net new employment has steadily increased. By the 1980 to 1981 period, the Toronto CMA accounted for an estimated 97.5

Table 8.2

EMPLOYMENT GROWTH IN THE TORONTO CMA AND THE REST OF ONTARIO AND TORONTO'S GROWTH AS A PERCENTAGE OF ONTARIO'S, 1975 - 81

Comparison Years	Change in the Annual Average Number of Employed Persons		Employment Growth in Toronto CMA as a Per Cent of Ontario
	Toronto CMA	Rest of Ontario	
1980 - 81	117,000	3,000	97.5
1979 - 80	40,000	18,000	69.0
1978 - 79	88,000	73,000	54.7
1977 - 78	60,000	73,000	45.1
1976 - 77	19,000	50,000	27.5
1975 - 76	-5,000	74,000	(-6.8)

Source: Statistics Canada, Labour Force Survey.

per cent of Ontario's net increased employment. Over a four year period from 1977 to 1981 the Toronto CMA accounted for about 63 per cent of Ontario's net employment growth, an exceptionally high proportion, given that the Toronto area accounts for about 38 per cent of Ontario's total labour force. Thus, while the extremes presented in Table 8.2 are by no means typical, they illustrate that the Toronto CMA economy is capable of both boom and bust in ways which are not necessarily tied to the economy's performance in the rest of Ontario.

Employment Generation by Industry 1970 to 1980

The broad pattern of industrial growth in the Toronto CMA can, with limitations, be best measured using both published and unpublished data from Statistics Canada's Estimates of Employees series. Because these data are unavailable from 1971 to 1976 for the Toronto area, the data in Table 8.3 compare September employment estimates for 1970, 1977 and 1980. They are based on surveys of both large (employing 20 persons or more) and small firms, and thus present employment by place of work rather than place of residence as does the labour force survey and the census data used elsewhere in this study. They also differ in excluding self-employed persons, partners and owners of unincorporated businesses, unpaid workers as well as those individuals under contract to an establishment. The unpublished data for 1977 and 1980 do not include employment in the social services. For the most part, therefore, the Estimates of Employees provide Toronto data for salaried and hourly wage earners in the private industrial sectors.

Table 8.3 presents not only the total estimates of employees for Toronto for six industrial categories, but also the number of employees in both large and small establishments by industry. The data reveal a continued decline in the proportion of employment in the transformative industries, manufacturing and construction. While census data show a 38 per cent growth rate for manufacturing from 1961 to 1971, the data for the following period indicate a growth rate of about 11 per cent. After a high growth rate of about 50 per cent in construction employment from 1961 to 1971, the Estimates suggest a decline in employment from 1970 to 1980 of about 6 per cent.

Table 8.3

TORONTO C.M.A. EMPLOYEES BY INDUSTRY, 1970 - 1980

Industry	Employees			Change in Employment			Per Cent Change			Average Annual Increase		
	Sept. 1970	Sept. 1977	Sept. 1980	1970 - 1977	1977 - 1980	1970 - 1980	1970 - 1977	1977 - 1980	1970 - 1980	1970 - 1977	1977 - 1980	1970 - 1980
All Employees							%	%	%	%	%	%
Manufacturing	318.8	329.1	353.3	10.3	24.2	34.5	3.2	7.4	10.8	.5	2.4	1.0
Construction	64.9	65.9	61.2	1.0	-4.7	-3.7	1.5	-7.1	-5.7	.2	-2.3	-.6
Transportation, communication & utilities	80.4	101.0	106.7	20.6	5.7	26.3	25.6	5.6	32.7	3.3	1.8	2.9
Trade	184.6	223.6	255.5	39.0	31.9	70.9	21.1	14.3	38.4	2.8	4.6	3.3
Finance, Insurance & Real Estate	73.2	114.2	125.5	41.0	11.3	52.3	56.0	9.9	71.4	6.6	3.2	5.5
Commercial Services	131.2	201.9	246.5	70.7	44.6	115.3	53.9	22.1	87.9	6.4	6.9	6.5
TOTAL	853.1	1,035.7	1,148.7	182.6	113.0	295.6	21.4	10.9	34.7	2.8	3.5	3.0
Large Firm Employees												
Manufacturing	283.0	284.6	304.2	1.6	19.6	21.2	.6	6.9	7.5	.1	2.3	.7
Construction	42.0	33.9	31.5	-8.1	-2.4	-10.5	-19.3	-7.1	-25.0	-2.6	-2.3	-2.3
Transportation, communication & utilities	69.8	89.1	96.8	19.3	7.7	27.0	27.7	8.6	38.7*	3.6	2.8	3.3
Trade	127.9	153.6	176.0	25.7	22.4	48.1	20.1	14.6	37.6	2.7	4.7	3.2
Finance, Insurance & Real Estate	63.6	89.1	102.1	25.5	13.0	38.5	40.1	14.6	60.5	4.9	4.7	4.9
Commercial Services	79.3	120.7	156.6	41.4	35.9	77.3	52.2	29.7	97.5*	6.2	9.1	7.0
TOTAL (LARGE)	667.3	773.0	869.2	105.7	96.2	201.9	15.8	12.4	30.3	2.1	4.0	2.7
Per Cent of Total	(78.2)	(74.6)	(75.7)	(57.9)	(85.1)	(68.3)						
Small Firm Employees												
Manufacturing	35.8	44.5	49.1	8.7	4.6	13.3	24.3	10.3	37.2	3.2	3.3	3.2
Construction	22.9	32.0	29.7	9.1	-2.3	6.8	39.7	-7.2	29.7	4.9	-2.3	2.6
Transportation, communication & utilities	10.6	11.9	9.9	1.3	-2.0	-.7	12.3	-16.8	-6.6	1.7	-5.3	-.6
Trade	56.7	70.0	79.5	13.3	9.5	22.8	23.5	13.6	40.2*	3.1	4.3	3.4
Finance, Insurance & Real Estate	9.6	25.1	23.4	15.5	-1.7	13.8	161.5	-6.8	143.7*	14.7	-2.2	9.3
Commercial Services	51.9	81.2	89.9	29.3	8.7	38.0	56.5	10.7	73.2	6.6	3.5	5.7
TOTAL (SMALL)	185.8	262.7	279.5	76.9	16.8	93.7	41.4	6.4	50.4	6.0	2.1	4.2
Per Cent of Total	(21.8)	(25.4)	(24.3)	(42.1)	(14.9)	(31.7)						

A closer look at employment during this period shows that from 1970 to 1977, the manufacturing industries in Toronto had an annual average growth rate of only .5 per cent, while construction grew at an annual average rate of just .2 per cent. During the subsequent four year period (1977 to 1980), manufacturing increased its employment growth rate to 2.4 per cent, while construction employment declined rapidly at an annual average rate of -2.3 per cent.

As expected, large manufacturing and construction firms (those with 20 or more employees) in the Toronto area employed well over half of all employees in both September 1970 and in 1980. In fact, this preponderance of larger firms characterized all the major sectors of employment over the last decade. However, both construction and manufacturing experienced a considerably faster growth rate in small firm employment than in large firms. In large manufacturing firms the rate of growth was 7.5 per cent from 1970 to 1980, while smaller firms grew by over 37 per cent in the same period. The larger construction firms showed a ten-year decline in employment of 25 per cent, while smaller firms grew by almost 30 per cent, and, by 1980, employed 48.5 per cent of all construction workers.

In contrast to the transformative industries, the distributive industries in the Toronto area show steady, if not dramatic, growth from 1970 to 1980. Trade employment increased 38 per cent from 1970 to 1980 compared to a 42.6 per cent increase from 1961 to 1971. Employment data in Table 8.3 for workers in the transportation, communications and utility (TCU) industries are combined. Workers in the transportation and communications industries are classified as distributive workers and account for over 80 per cent of TCU workers. From 1970 to 1980 employment in the TCU industries increased by 32.7 per cent, similar to the 36 per cent increase from 1961 to 1971.

Employee growth in the TCU industries apparently faltered in the recent 1977 to 1980 period, dropping from an average annual growth rate of

3.3 per cent from 1970 to 1977, to 1.8 per cent. Conversely, the number of trade industry employees experienced faster growth in the 1977 to 1980 period (up 4.6 per cent per year) after an annual average growth rate of 2.8 per cent in the previous seven years.

Large firm employment continued to dominate the TCU industries during the 1970 to 1980 period with an estimated 27,000 net new jobs, while small firms registered a slight decline in employees. Trade employment in this period increased by an estimated 70,900, with over two-thirds of that coming from large firms.

The decade of the seventies saw the continued strong growth in producer services and a substantial acceleration in the employee growth rate for personal services. While manufacturing and construction industries created an estimated 30,800 net new jobs in the period 1970 to 1980 and the distributive industries created an additional 79,200 jobs, the producer and personal services industries, the smallest of these three groupings in 1970, added an estimated 167,600 net jobs to the Toronto CMA job market.

The finance, insurance and real estate industries, which comprises the bulk of the producer services sector, accounted for 52,300 net additional jobs during the last decade, for a growth rate of 71.4 per cent over the period. The commercial services industries accounted for 115,300 net additional jobs, for a growth rate of 87.9 per cent during the 1970 to 1980 period. If the large firm data may be used as a guide, roughly one-third of the employment in the commercial services should be included in the producer services sector, the remaining two-thirds among the personal services. Commercial services, however, excludes domestic servants, and some repair services which would contribute somewhat to its high growth rate.

From 1961 to 1971, the Census, with its more complete coverage, showed producer services workers increasing by 59,488 for a growth rate of 73.7 per cent. The 1970 to 1980 data show conservatively 78,400 additional jobs in the producer services, with an estimated growth rate of about 80 per cent, including portions of the commercial services known to be in the

producer service industries. Similarly, the best comparison of growth for personal services would place census labour force growth at about 32,000 in the 1961 to 1971 period, excluding domestic servants, for a growth rate of about 45 per cent, while similar personal services employment grew by a minimum of 51,000 (nearer 75,000) with a growth rate approaching 80 per cent from 1970 to 1980.

While the exact size of the producer and personal services employment cannot be determined with the available data, it is clear that both these service sectors are rapidly increasing their share of the total Toronto area job market. Moreover, personal services employment has mushroomed in the seventies after a period of relatively slower growth during most of the sixties.

While both the commercial and the finance, insurance and real estate (FIRE) services had annual average growth rates of about 6.5 per cent from 1970 to 1977, the growtn rate for the FIRE services declined to about half that in the 1977 to 1980 period and commercial services increased their growth rate slightly to about 6.9 per cent a year.

Over the decade of the seventies, large firms in the commercial services actually grew at a faster rate than smaller firms and accounted for about two-thirds of the net employee increase in that category. Employee growth in the Financial (FIRE) services was largely concentrated in the larger firms, which produced 74 per cent of the net increase, although small firms actually achieved a faster growth rate over the 1970 to 1980 decade.

While larger firms with 20 or more employees have been the predominant source of employment in the Toronto CMA over the past decade, with 78.2 per cent of private sector employees in 1970, smaller firms have contributed more than their share to the increase in employees over the recent period. Although small firms had only 21.8 per cent of employees in 1970, they contributed 31.2 per cent of the total increase over the following ten years. Moreover, the contribution of small firms is probably

understated because as small firms grow, they may at some point exceed 19 employees thereafter to be counted as larger firms. Since the growth of small firms is more common than the decline of large firms to less than 20 employees, these statistics cannot capture the full impact of small firm growth over time.

Despite these reservations, the importance of small firms to the Toronto area is particularly striking from 1970 to 1977, when small firms in the private sector grew by 41.4 per cent compared to a 15.8 per cent growth rate for large firms. During this period small firms produced at least 42 per cent of the net employee increase. However, from 1977 to 1980 the average annual growth rate for large firms nearly doubled from 2.12 per cent (1970 to 1977) to 3.98 per cent, while the small firm growth rate dropped by almost two-thirds, from 6.00 per cent to 2.09 per cent. The result was that while total large firm employment increased by 96,200 from 1977 to 1980, small firm employment grew by only 16,800, 14.9 per cent of the total increase.

Table 8.4 shows some of the trends in social service employment in the Toronto area from 1971 to 1980. Caution should be exercised in interpreting these data. Data for the Toronto area for provincial, hospital and teacher employees are not comparable to the more comprehensive data available at the provincial level. None of the data after 1971 in Table 8.4 are comparable to Census data.

The trend in social service employment over the 1971 to 1980 period is toward slower growth, although the number of federal and local government employees continued to grow substantially over most of this period. During the 1977 to 1980 period, slow growth or declining employment in the social services appeared to be the rule in the Toronto area, as well as in the province.

Health workers, according to the Census, increased by about 90 per cent from 1961 to 1971. From 1971 to March 1981 public hospital employees in Metropolitan Toronto increased by only 12.8 per cent. These

Table 8.4

TRENDS IN SOCIAL SERVICE EMPLOYMENT
IN THE TORONTO AREA AND ONTARIO 1971 - 1980

	1971	1977	1980	1971 - 77 Increase and Per Cent	1977 - 80 Increase and Per Cent	1971 - 80 Increase and Per Cent	Ontario 1971 - 80 Increase and Per Cent	Ontario 1971 - 77
Federal Employees	18,450[1]	28,901[1]	29,599[1]	+56.6%	+2.4%	+60.4%	+41.4%[2]	+55.1%[2]
(September)				(+10,451)	(+698)	(+11,149)	(+47,859)	(+63,618)
Local Government Employees[3]	29,807	42,834	45,694	+43.7%	+6.7%	+53.3%	+37.1%	+30.3%
(Monthly Average)				(+13,027)	(2,860)	(+15,887)	(32,898)	(+26,899)
Provincial Employees	25,420[10]	N.A.	29,426[4]			+15.8%	+14.1%[5] (+13,636)	+15.5%[5]
(Classified)			(Mar. 1980)			(+4,006)	(Monthly Average)	(+14,957)
Public Hospital Employees	38,046[6]	40,144[6]	42,930[6]	+5.5%	+6.9%	+12.8%	+4.1%[7] (+4,823)	+2.9%[7] (+3,383)
(Metro Toronto)	(Dec. 1971)	(Mar. 1978)	(Mar. 1981)	(+2,098)	(+2,786)	(+4,884)	(1971 - 79)	
Full Time School Teachers	28,775[8]	30,110[8]	27,988[8]	+4.6%	-7.0%	-2.7%	+3.1%[9] (+3,480)	+6.1%[9] (+6,716)
(September)				(+1,335)	(-2,122)	(787)	(1971 - 79)	
Social Services (Total of Above)	140,498	-	175,637	-	-	25.0% (35,139)	19.4% (102,696)	-

Table 8.4 (continued)

1. Federal Government Employment in Metropolitan Areas, Statistics Canada (72-205). Excludes civilian defence workers. Includes postal workers.
2. Federal Government Employment, Statistics Canada (72-004).
3. Local Government Employment, Statistics Canada (72-009).
4. 1980 - 81 Annual Report of Civil Service Enrolment, Province of Ontario.
5. Provincial Government Employment, Statistics Canada (72-007).
6. Data Development & Evaluation Branch, Ontario Ministry of Health. Metro Toronto public hospital full and part-time employees.
7. December 1971 data: Hospital Statistics, Vol. III (83-212); March 1977 and 1979 data: Hospital Annual Statistics (83-232). Both Statistics Canada. All Ontario hospital personnel.
8. Ontario Education Statistics and Ontario Ministry of Education. Estimate of elementary and secondary teachers, including separate schools.
9. Education in Canada, Statistics Canada (81-229) and Historical Compendium of Education Statistics, Statistics Canada (81-568). All teachers including elementary, secondary, university and community college teachers.
10. 1971 Census, Statistics Canada.

Toronto figures can only be considered suggestive of the changes that have taken place. However, given the prevalence of the more favoured teaching hospitals in the Toronto area and the population growth just outside Metropolitan Toronto, it seems likely that the Toronto CMA accounted for almost all of the very modest increase in hospital employment in Ontario over the 1971 to 1980 period.

The number of full-time school teachers in the Toronto CMA declined by 2.7 per cent from 1971 to 1980. While teacher employment grew slightly from 1971 to 1977, the 7.0 per cent drop in teacher employment from 1977 to 1980 exceeded the previous increase. This represents a dramatic shift from the 1961 to 1971 period during which the census measured a 169 per cent increase in education workers in the Toronto CMA. Provincial data, which include university and community college teachers, show a similar picture of modest growth from 1971 to 1977 (up 6.1 per cent), followed by a 2.9 per cent decline from 1977 to 1979.

Provincial employment data for the Toronto area is not available before March 1980, however, provincial employment data for Ontario as a whole shows 15.5 per cent growth from 1971 to 1977, followed by a slight decline from 1977 to 1980, for a 14.1 per cent increase over the entire period. By contrast, the census data from 1961 to 1971 showed provincial government employment growth of 149 per cent.

Federal government employment in the Toronto area experienced a substantial 60.4 per cent increase over the 1971 to 1980 period. This growth rate compared well with the 62 per cent growth in federal employment as measured between the 1961 and 1971 censuses. However, this growth was concentrated in the 1971 to 1977 period, during which employment grew 56.6 per cent compared to a subsequent gain of only 2.4 per cent from 1977 to 1980. Federal employment in Table 8.4 includes postal workers.

Local government, like federal employment, experienced substantial growth from 1971 to 1980, particularly from 1971 to 1977. However, the 53.3 per cent growth in local government employment from 1971 to 1980 was

more than double the growth rate of 22 per cent during the previous decade as shown by census data. Local governments in the Toronto area were the only major category of social service employment to increase their rate of growth from the sixties to the seventies. However, as with the other components of social service employment, local government growth was greatest from 1971 to 1977 during which time employment increased 43.7 per cent, compared to 6.7 per cent growth from 1977 to 1980.

Manufacturing Employment Sub-Divisions 1971 to 1977

A more detailed analysis of manufacturing employment in both large and small firms in the Toronto CMA by place of work is possible. Table 8.5 documents employment changes from 1971 to 1977, a period of slow overall growth in the manufacturing industries. However, the data is useful because of the more detailed industrial categories.

Table 8.5 data shows that while manufacturing employment grew by almost 85,000 from 1961 to 1971, the same sector produced an increase of only about 4,000 additional jobs in the six years from 1971 to 1977, for a gain of just 1.3 per cent. During this latter period, employment declined by 7,748 in the electrical, transportation and other machinery producing industries and by 1,406 in chemical and non-metallic minerals manufacturing. Employment in electrical machinery manufacturing dropped by 8.7 per cent, and other machinery industries dropped by 10.8 per cent. Primary metals manufacturing experienced a 30.8 per cent growth rate, while modest growth ranging from about five to eight per cent occurred in clothing and textiles, food and beverages, metal fabrication, printing and publishing, and miscellaneous manufacturing groups.

Employment in Larger Firms by Industrial Sub-Divisions 1971 to 1980

The only available data on employment in the Toronto CMA for more discreet industrial categories for the 1971 to 1980 period come from the survey of larger firms. Table 8.6 documents the growth of private sector

Table 8.5

EMPLOYMENT IN MANUFACTURING IN THE
TORONTO C.M.A. 1971 - 77 (Annual Averages)

Industry	1971	1977	1971 - 77 Change	Per Cent Change
Food & Beverages	30,813	32,684	1,871	6.1
Clothing & Textiles[1]	38,675	41,637	2,962	7.7
Wood & Paper	31,025	31,404	379	1.2
Printing & Publishing	27,355	28,704	1,349	4.9
Electrical Machinery	36,367	33,195	-3,172	-8.7
Transport Machinery	27,967	26,960	-1,007	-3.6
Other Machinery	19,263	17,181	-2,082	-10.8
Metal Fabrication	33,682	35,691	2,009	6.0
Primary Metal	5,618	7,349	1,731	30.8
Metal & Machinery	122,879	120,376	-2,521	-2.1
Chemical & Mineral[2]	29,097	27,610	-1,487	-5.1
Miscellaneous & Other Manufacturing	29,245	30,651	1,406	4.8
TOTAL Manufacturing	309,107	313,066	3,959	1.3
1961 - 71 TOTAL Change			84,764	37.8

Source: Manufacturing Industries of Canada: Sub-provincial areas, (1961, 1971, 1977) Statistics Canada (#31-209).

1. Knitting Mill employment included in Other Manufacturing.
2. Petroleum and Coal products employment in Other Manufacturing.

Table 8.6

TORONTO C.M.A. SEPTEMBER EMPLOYEES IN LARGE FIRMS BY INDUSTRY 1971 - 1980

Industry	Employees				Per Cent Change			Annual Average Per Cent Change	
	1971	1977	1980	Change 1971 - 1980	1971 - 1977	1977 - 1980	1971 - 1980	1971 - 1977	1977 - 1980
	(000)	(000)	(000)	(000)	%	%	%	%	%
Food & Beverages	32.8	33.1	35.5	2.7	.9	7.3	8.2	.2	2.4
Textile & Clothing	24.3	23.7	26.3	2.1	-2.5	11.0	8.2	-.4	3.5
Wood & Paper	22.3	23.3	24.4	2.1	4.5	4.7	9.4	.7	1.5
Printing & Publishing	22.9	23.7	26.8	3.9	3.5	13.1	17.0	.6	4.2
Metal & Machinery	113.0	106.2	113.7	.7	-6.0	7.1	.6	-1.0	2.3
Chemicals & Minerals	34.0	35.4	36.4	2.4	4.1	2.8	7.1	.7	.9
Misc. Manufacturing Industries	34.8	39.2	41.1	6.3	12.6	4.8	18.1	2.0	1.6
TOTAL Manufacturing	284.1	284.6	304.2	+20.1	.2	6.9	7.1	.0	2.3
TOTAL Construction	39.1	33.9	31.5	-7.6	-13.3	-7.1	-19.4	-2.1	-2.3
Utilities	16.3	17.7	19.5	+3.2	8.6	10.2	19.6	1.4	3.3
Transformative Total	339.5	336.2	355.2	+15.7	-1.0	5.7	4.6	-.2	1.9
Wholesale Trade	47.6	55.5	64.4	16.8	16.6	16.0	35.3	2.6	5.1
Retail Trade	83.6	98.1	111.5	27.9	17.3	13.7	33.4	2.7	4.4
Trade	131.2	153.6	175.9	44.8	17.0	14.5	34.1	2.7	4.6
Communication	23.4	35.3	37.4	14.0	50.9	5.9	59.8	7.1	1.9
Transportation	30.1	35.1	38.7	8.6	16.6	10.3	28.6	2.6	3.3
Distributive Total	184.7	224.0	252.0	67.4	21.3	12.5	36.5	3.3	4.0
Financial Institutions	34.1	50.5	57.2	23.1	48.1	13.3	67.7	6.8	4.2
Insurance & Real Estate	31.5	38.6	44.9	13.4	22.5	16.3	42.5	3.4	5.2
Business Services	30.1	40.7	51.5	21.4	35.2	26.5	71.1	5.2	8.2
Producer Services Total	95.7	129.8	153.6	57.9	35.6	18.3	60.5	5.2	5.8
Entertainment	11.8	14.9	18.5	7.7	26.3	24.2	56.8	4.0	7.5
Laundries & Cleaning	4.2	3.6	4.5	.3	-14.3	25.0	7.1	-2.3	7.7
Eating, Drinking, Hotels	24.8	36.2	49.7	24.9	46.0	37.3	100.4	6.5	11.1
Miscellaneous Services	14.9	25.3	32.4	17.5	69.8	28.1	117.4	9.2	8.6
Personal Services Total	55.7	80.0	105.1	49.4	43.6	31.4	88.7	6.2	9.5

employment in larger firms (20 employees and over) for September in 1971, 1977 and 1980. While similar material has already been presented in Table 8.2, the more detailed breakdowns of employment changes by sub-division are new.

Most of the manufacturing groups experienced more large firm growth in the three years from 1977 to 1980 than they did in the preceding six years. Metal & machinery and textile & clothing employment in large firms, which declined 6.0 and 2.5 per cent respectively from 1971 to 1977, grew by 7.1 and 11.0 per cent respectively in the following three years. Food & beverage employment went from a .9 per cent growth rate to 7.3 per cent from 1977 to 1980. Printing & publishing employment grew by 3.5 per cent in the period 1971 to 1977 and by 13.1 per cent in the period 1977 to 1980. From 1977 to 1980 no manufacturing group had a decline in employment and only chemical & mineral and miscellaneous manufacturing had slower growth rates in the 1977 to 1980 period. In all about 20,000 employees were added by large manufacturing firms in just three years. However, these gains, balanced as they are against periods of slow or no growth, do not suggest a major revival of the manufacturing sector. Rather, the pattern which has emerged in the nineteen seventies is one of very gradual growth in manufacturing, marked by the periods of decline in some groups.

A second transformative industry, construction, has seen a steady drop in large firm employment over the 1971 to 1980 period. The decline in employment in this industry has remained steady at just over 2.0 per cent a year over the 1971 to 1980 period.

The third transformative industry, the utilities, which are almost entirely made up of large firms, experienced a modest annual average growth rate of 1.4 per cent from 1971 to 1977 which increased to 3.3 per cent a year over the subsequent three year period. Over the 1971 to 1980 period, utility employment increased by almost 20 per cent. The large transformative industries as a whole produced a net increase of only 15,700 jobs for a gain of 4.6 per cent.

Among the distributive industries, both wholesale and retail trade employment grew more rapidly from 1977 to 1980 than they did in the previous six years. Over the entire period, trade employment increased by 44,800, a gain of 34.1 per cent since 1971. Communications employment, which grew at a dramatic 7.1 per cent annual rate from 1971 to 1977 grew at about a quarter of that rate in the following three years. Over the entire 1971 to 1980 period communications employment in large firms added 14,000 jobs to the Toronto area, for a gain of 59.8 per cent since 1971. Transportation, the final distribution industry, maintained steady, if unspectacular growth over the nine year period, with large firms adding 8,600 jobs for a gain of 28.6 per cent since 1971. The total for large firm distributive industries showed a net gain of 67,400 jobs, over four times the employment gain in the transformative industries. In percentage terms, the larger distributive industries grew by 36.5 per cent, almost eight times faster than the transformative industries.

The producer service industries generally continued to grow rapidly throughout the seventies. Financial institutions such as banks, trusts and credit unions, grew by 67.7 per cent from 1971 to 1980 and contributed 23,100 additional jobs in that period. Their annual average growth rate slowed from 6.8 per cent from 1971 to 1977 to 4.2 per cent during the following three years. Insurance and real estate grew by 42.5 per cent over the whole period and employed 13,400 more people. Large firm business services grew by an impressive 71.1 per cent over the 1971 to 1980 period and added some 21,400 jobs. Both the insurance and business service groups had faster annual average growth rates from 1977 to 1980, than in the preceding six years. Producer service employment in larger firms increased by 60.5 per cent over the 1971 to 1980 period, compared to the 36.5 per cent growth in the distributive sector and 4.6 per cent in the transformative sector. Over the same period, the larger producer service industries added 57,900 jobs to the Toronto CMA.

Larger firms in the personal service sector increased their employment faster than any other industry sector. From 1971 to 1980 miscellaneous services, including services to dwellings and equipment and

auto rentals, grew by 117.4 per cent, nearly nine per cent a year. Larger eating, drinking and lodging establishments increased their employment by 100.4 per cent and added 24,900 jobs to the Toronto CMA, more than the entire transformative sector, although employees in the latter outnumbered them by more than 13 to 1 in 1971. Employment in larger entertainment businesses grew by 56.8 per cent in the period 1971 to 1980, while laundries and cleaners grew by only 7.1 per cent. In all, the larger personal service firms achieved a growth rate of 88.7 per cent in the 1971 to 1980 period and added 49,400 jobs. On the average the growth rate was 6.2 per cent a year from 1971 to 1977 and increased to 9.5 per cent a year from 1977 to 1980.

A View of Employment Trends by Industry 1941 to 1980

Table 8.7 presents census labour force increases for the three decades from 1941 to 1971 by industry sector together with the Council's estimate of employment growth in those sectors from 1971 to 1980. For the most part the estimates for the latter period are based on the number of employees in both large and small firms, although allowances have been made in small firm data which lacks detailed sub-groupings by industry. The estimate of social service employment represents an approximation based on both the data in Table 8.3 and the 1971 census data on social service workers. While incorporating the growth in social services shown in Table 8.4, it assumes a 3 per cent growth rate for education workers who were not full time teachers in public and secondary schools and an 18 per cent growth rate for health workers who were not in Metropolitan Toronto public hospitals. Religious and defence workers were assumed to increase by 5 per cent from 1971 to 1980.

Table 8.7 makes clear the sharp decline that has taken place in employment in the transformative and social service sectors since 1971. The rate of growth in the social services was virtually five times greater in the 1961 to 1971 period than from 1971 to 1980. This shift has signalled the end of three decades of rapid growth in the social services in the Toronto area and suggests that future growth in this sector may be somewhat restrained.

Table 8.7

PER CENT INCREASE IN TORONTO C.M.A. WORKERS
BY INDUSTRY SECTOR 1941 - 80

	1941 - 1951	1951 - 1961	1961 - 1971	1971 - 1980*
Transformative	96.7	27.0	37.6	8.1
Distributive	91.2	39.8	40.1	34.8
Producer Services	111.8	78.4	73.7	66.2
Social Services	93.9	94.6	95.3	18.3
Personal Services	5.7	96.9	34.5	76.8

*Social Planning Council estimates.

The recent decline in employment in the transformative sector is the second major drop in the growth rate for that sector since 1941. However, the virtual absence of major employment growth in the transformative industries since 1971, although it certainly leaves room for future improvement, suggests that this large sector has ceased to be a major provider of additional employment to the Toronto area.

Both the distributive and producer service industry growth rates have gradually declined since the nineteen forties. Producer services, however, has maintained a much higher growth rate throughout that period, and grew by an estimated 66.2 per cent in the 1971 to 1980 period. The distributive industries grew by an estimated 34.8 per cent over the last nine years. Together these two sectors probably accounted for over half of the additional jobs created from 1971 to 1980.

The revival of the personal services sector during the seventies has made it the fastest growing industry sector in the Toronto area. As in the fifties, the growth in personal services appeared to be related to the lower growth rate in the transformative sector, with its historically higher salaries or wage rates. Along with trade and producer services, personal services will probably continue to be the major source of new employment in the Toronto CMA in the immediate future.

2. Employment by Industry and Sex

Table 8.8 presents the patterns of growth in the Toronto CMA and Ontario labour force by sex, with special emphasis upon the growth in the number of women. Historically, the proportion of women in the Toronto CMA labour force has been higher than that for the province as a whole, although the difference between the two has narrowed since 1961. By 1976 41.2 per cent of the Toronto workforce was female compared to 39.3 per cent in Ontario. This proportion has continued to increase through 1981 for both areas as the growth in the total labour force since 1971 is over 60 per cent female. We estimate that from 1971 to 1981 about 300,000 women were added to the labour force in the Toronto CMA compared to about 191,000 men.

Table 8.8

ONTARIO AND TORONTO C.M.A. LABOUR FORCE BY SEX 1961 - 1981[1]

Year	Source	Per Cent Female		Toronto C.M.A. Labour Force		
		Ontario	Toronto C.M.A.	Men	Women	Total
1961	Census	28.9	33.0	529,018	260,633	789,651
1971	Census	36.1	38.4	779,735	485,310	1,265.045
1976	Census	39.3	41.2	818,420	574,585	1,393,005
1980	(Sept.) LFS	41.7[2]	43.4*	914.000*	701,000*	1,615,000[2]
1981	(Sept.) LFS	42.5[2]	44.7*	971,000*	786,000*	1,757,000[2]

Period	Female Increase as a Per Cent of Total Increase		Toronto C.M.A. Increase in the Labour Force by Sex (000)		Per Cent Increase in the Toronto C.M.A.	
	Ontario	Toronto C.M.A.	Men	Women	Men	Women
1961 - 1971	53.1	47.3	250.7	224.7	47.4	86.2
1971 - 1976	63.5	69.8	38.7	89.3	5.0	18.4
1976 - 1981	61.4	58.1*	152.6*	211.4*	18.6*	36.8*
1971 - 1980	61.7[2]	61.6*	134.3*	215.7*	17.2*	44.4*
1971 - 1981	62.2[2]	61.1*	191.3*	300.7*	24.5*	62.0*

*Social Planning Council estimates based on Ontario and Toronto C.M.A. from Statistics Canada.

1. Source: The September labour force survey in The Labour Force, Statistics Canada (#71-001).
2. Labour force includes inexperienced and first time worker.

By comparison, from 1961 to 1971 there were 225,000 additional women and 251,000 additional men in the Toronto CMA labour force. The gains from 1971 to 1981 represent a 62.0 per cent increase in the number of women and a 24.5 per cent increase in the number of men in the Toronto labour force. If these rates of change were to continue through 1991, the Toronto labour force would be predominantly female. It is much more likely that the future growth rates for men and women in the Toronto area labour force will gradually move closer together.

Table 8.9 presents the best available data on industrial employment by sex for the Toronto CMA from 1971 to 1980. Unfortunately these data only include information from large firms and do not cover changes in the social service employment. Table 8.9 also includes 1971 census data showing the proportion of women in the labour force by industrial group. These census data are included to help orient the reader toward the sexual composition of the entire labour force.

As a whole, the large firm data show that the proportion of women in the labour force continued to increase from 33.4 per cent in September 1971 to 37.2 per cent in September 1980. An additional 95,400 women were employed in large Toronto CMA firms from 1971 to 1980, an increase of 42.3 per cent since 1971. By comparison, slightly fewer men (93,500) were added to the employment rolls by these firms over the same period, for an increase of 20.8 per cent since 1971. In September, 1980 there were a total of 544,900 men and 321,200 women employed by large firms in the Toronto CMA.

Manufacturing industries employed an additional 16,600 women and 3,800 men between 1971 and 1980, for a growth rate of 1.9 per cent for men and 20.3 per cent for women. The proportion of women in 1980 was above average in textile & clothing (62.8 per cent), miscellaneous manufacturing (45.4 per cent), and printing & publishing (40.2 per cent) but was as low as 22.8 per cent female in the large metal & machinery manufacturing group. The number of female employees in printing & publishing grew by 50 per cent since 1971, the fastest increase among the manufacturing groups.

Table 8.9 METRO TORONTO C.M.A. LARGE FIRM EMPLOYMENT BY SEX AND INDUSTRY SEPTEMBER 1971 - 1980*

Divisions	Per Cent Female			1971 - 1980 Change in Employment				1980 Employment	
	1971** Census	1971 Large Firms	1980 Large Firms	Men	Women	Men	Women	Men	Women
	%	%	%	(000)	(000)	%	%	(000)	(000)
Food & Beverages	30.2	28.4	29.9	1.4	1.3	6.0	14.0	24.9	10.6
Textile & Clothing	61.9	62.2	62.8	.8	1.7	10.8	14.0	8.2	13.8
Wood & Paper	25.7	24.7	27.0	1.1	1.1	6.5	20.0	17.9	6.6
Printing & Publishing	33.1	31.5	40.2	.3	3.6	1.9	50.0	16.0	10.8
Metal & Machinery	22.4	19.7	22.8	3.1	3.6	3.4	16.4	87.6	25.9
Chemicals & Minerals	29.5	27.3	30.3	.5	1.6	2.0	17.8	25.2	10.9
Misc. Manufacturing Industries	40.2	41.7	45.4	2.7	4.0	18.6	38.8	17.2	14.3
TOTAL Manufacturing	30.3	28.8	32.3	3.8	16.6	1.9	20.3	206.9	97.3
TOTAL Construction	6.9	3.8	8.1	-8.6	1.1	-22.9	70.7	29.0	2.6
Utilities	17.2	16.2	18.8	2.1	1.1	15.3	41.2	15.8	3.7
Transformative Total	25.4	25.3	29.4	-2.6	18.7	-1.0	21.8	251.0	104.6
Wholesale Trade	29.7	25.8	30.4	9.6	7.3	27.2	59.3	44.9	19.6
Retail Trade	46.9	45.6	49.0	11.3	16.5	24.8	43.3	56.8	54.6
Trade	41.0	38.4	42.2	20.9	23.8	25.9	47.2	101.7	74.2
Communications	38.7	39.2	43.9	6.8	7.2	47.9	78.5	21.0	16.4
Transportation	13.6	11.5	16.8	5.8	3.0	21.8	86.9	32.4	6.5
Distributive Total	35.6	34.1	38.5	33.6	34.0	27.5	53.7	155.8	97.3
Financial Institutions	55.9	56.6	58.9	8.5	14.1	57.4	73.1	23.3	33.4
Insurance & Real Estate	49.0	48.0	47.3	7.3	6.1	44.5	40.4	23.7	21.2
Business Services	39.9	34.7	43.0	9.1	11.3	46.2	108.7	28.8	21.7
Producer Services Total	47.4	43.1	50.2	25.1	31.4	49.6	69.8	75.7	76.4
Eating, Drinking, Hotels	48.5	44.2	46.6	12.8	12.2	92.8	102.3	26.6	23.2
Other & Miscellaneous Services	43.0	33.7	35.5	15.2	9.3	74.1	89.3	35.7	19.7
Personal Services Total	45.1	38.4	40.8	28.1	21.5	81.9	100.5	62.4	42.9
Health, Education & Welfare	64.5	-	-	-	-	-	-	-	-
Governments & Defence	34.1	-	-	-	-	-	-	-	-
Social Services Total	54.5	-	-	-	-	-	-	-	-
TOTAL OF ABOVE	38.1	33.4	37.2	93.5	95.4	20.8	42.3	544.9	321.2

*Source: Employment, Earnings and Hours, Statistics Canada (#72-002), October 1971 and 1980. (Large firms with 20 or more employees.)

**Source: 1971 Census of Canada, Industries, Statistics Canada (#94-756). (Data for large and small firms.)

Note: Employment totals and sub-totals may not always add up because some minor industrial sub-groups are not shown separately.

Large construction firms employed 8,600 fewer men in 1980 than they did in 1971 for a decline of 22.9 per cent, but employed 1,100 more women for a gain of about 70 per cent in this depressed industry. The utilities added 2,100 men and 1,100 women to their employment totals since 1971. This represented a 15.3 per cent increase for the men and a 41.2 per cent increase for women.

Because of the rapid decline in the number of male employees in large construction firms, the number of men in the transformative sector as a whole declined by 2,600 (1 per cent) while female employment increased by 18,700 for an increase of 21.8 per cent since 1971. Thus despite the slow growth rate of employment in the transformative sector, the proportion of women increased from 25.3 per cent in 1971 to 29.4 per cent in 1980 in large firms.

The faster growing distributive industries experienced a 53.7 per cent growth rate in the number of employed women in larger firms, about twice the 27.5 per cent growth rate for men. The net increase was 34,000 women and 33,600 men. Over half of all employed women in distributive industries were in the retail trading firms in both 1971 and 1980. The proportion of women in retail trade increased from 45.6 per cent to 49.0 per cent in large firms and thus employed an additional 16,500 women from 1971 to 1980, as much as all the manufacturing industries combined. Wholesale and retail trade businesses employed 20,900 more men and 23,800 more women in 1980 than they had employed in 1971. These increases resulted in a 47.2 per cent growth rate for women and a 27.5 per cent growth rate for men.

Faster growth rates for women were achieved in communications (78.5 per cent) and in the male dominated transportation firms (86.9 per cent). By 1980 women constituted 43.9 per cent of large firm employees in communications, but only 16.8 per cent in transportation.

Large firm employment in the producer services increased by 69.8 per cent for women and 49.6 per cent for men from 1971 to 1980. Employment

growth from 1971 to 1980 favoured women with 31,400 added, compared to 25,100 more men. In large firms, the proportion of women increased from 43.1 per cent in 1971 to 50.2 per cent in 1980. Producer services is thus the second major industrial sector after social services, in which over half of the employees are women.

The 1980 proportion of large firm employees in financial institutions which was female was 58.9 per cent, followed by insurance and real estate (47.3 per cent) and business services (43.0 per cent). In the 1971 to 1980 period, the number of women employed in financial institutions such as banks increased by 73.1 per cent, while male employment also increased substantially by 57.4 per cent. The fastest growth for women was achieved by business services (up 108.7 per cent) compared to a 46.2 per cent growth rate for men. Uniquely, the growth rate for male employment in the insurance and real estate was higher at 44.5 per cent than that for women, at 40.4 per cent.

The fast growing personal services constituted the only major industrial sector in which the number of additional men employed from 1971 to 1980 (28,100) was greater than the increase in the number of employed women (21,500). However, the exclusion of small firm employment and the exclusion of some types of employment, such as domestic service make large firm data less valuable in presenting the overall trends. Large firm data showed a doubling of female employment over the recent period, while male employment increased by about 82 per cent. Large firms in the eating, drinking and accommodation business experienced a 92.8 per cent increase in male employment and a slightly higher 102.3 per cent increase in female employment. If small firm data could be included, this industry's employees would probably be over 50 per cent female by 1980.

The other and miscellaneous services, which made up a little over half of the total employment in the personal services in large firms, were about two-thirds male in 1971 and that proportion changed only slightly by 1980. Since 1971 additional employment was about 62 per cent male. The proportion of women would have been much higher if small firm employment could have been included.

While there is no large firm data for the social services by sex, the lack of growth in education and, to a lesser extent, in hospital employment has inevitably reduced the opportunities for female employment in those fields, which had traditionally produced many better paying jobs for women.

3. Employment by Age in the Toronto CMA

While employment data for Toronto by industry and age are not available, the broad trends in employment by age for Toronto CMA and Ontario are set forth in Table 8.10. From 1971 to 1976, the number of younger workers age 15 to 24 in the Toronto CMA increased by 30,400, compared to an increase of 104,300 in the number of workers age 25 to 64. The number of employed persons age 65 and over declined by 1,200 or 3.9 per cent. Both groups of workers under age 65 increased by 11.7 per cent.

Ontario data for 1976 and 1981 suggest a slight aging of the employed labour force in the Toronto CMA. The number of older workers 65 and over showed a 10 per cent increase in Ontario from 1976 to 1981.

It may also be noteworthy that the Toronto area accounted for 33.8 per cent of additional employment for persons 25 to 64 in Ontario from 1971 to 1976, but only 22.6 per cent of Ontario's additional employment for younger workers. This is likely caused in part by the influx of more experienced, middle age workers from outside the Toronto area to compete for better paying employment with younger Toronto area workers.

4. Employment Wages by Industry in Large Firms

Table 8.11 presents average weekly earnings in large firms by industry in the Toronto CMA for September 1971 and 1980. Also shown are the industrial earnings as a percentage of the average for all industries. The purpose in presenting this material is to help establish in broad terms, the

Table 8.10

EMPLOYMENT IN THE TORONTO C.M.A. AND ONTARIO BY AGE GROUPS 1971 - 1981

	Toronto C.M.A.		1971 - 1976 Change		1971 - 1976 Per Cent Change		1976 - 1981 Change	1976 - 1981 Per Cent Change
	1971	1976	Toronto C.M.A.	Ontario	Toronto C.M.A.	Ontario	Ontario	Ontario
	(000)	(000)	(000)	(000)	(%)	(%)	(000)	(%)
15 - 24	259.2	289.6	+30.4	+134.7	11.7	18.4	+149.0	17.7
25 - 64	887.7	992.0	+104.3	+308.9	11.7	13.1	+401.0	14.5
65+	30.6	29.4	-1.2	-4.1	-3.9	-4.3	+7.0	10.1
Total	1,177.5	1,311.0	133.5	439.5	11.3	13.8	557.0	15.2

Source: 1971 - 76 data: Census of Canada 1971 and 1976, Statistics Canada.
1976 - 81 data: September issues of The Labour Force, 1976 and 1981, Statistics Canada.

Table 8.11

AVERAGE WEEKLY EMPLOYMENT WAGES BY INDUSTRY
IN THE TORONTO C.M.A. SEPTEMBER 1971 - 1980

Industry	September Wages (Current $)		Per Cent of Average Composite Wage	
	1971	1980	1971	1980
	$	$	%	%
Manufacturing	156.0	343.3	105.0	107.8
Construction	222.9	499.3	150.1	156.9
Utilities	203.2	487.7	136.8	153.2
Transformative Total	166.0	365.1	111.7	114.7
Trade	122.9	257.3	82.7	80.8
Transportation	167.6	371.4	112.8	116.7
Communications	148.8	367.7	100.2	115.5
Distributive Total	133.4	291.5	89.8	91.6
Financial Institutions	142.2	325.4	95.7	102.2
Insurance & Real Estate	104.4	330.9	94.5	104.0
Business Services	155.6	343.7	104.8	107.0
Producer Service Total	145.8	333.1	98.2	104.7
Eating, Drinking & Hotels	77.9	140.8	52.4	44.2
Other & Miscellaneous Services	105.8	250.7	71.2	78.8
Personal Service Total	93.4	198.6	62.9	62.4
TOTAL of above	148.6	318.3	100.0	100.0

relative desirability of employment in the different large firm, private sector industrial groups.

The data on Table 8.11 are subject to a number of limitations, most of which have already been mentioned. All social service and small firm employment is excluded, as are self employed and contractual workers. Employment earnings as defined in Table 8.11 exclude tips and other non-employer income, which, if included, would improve the earnings of those in the eating, drinking and hotel category. These data also overstate the financial advantages of employment in industries with frequent layoffs or seasonal unemployment, such as those in the construction industry and some types of manufacturing. Despite these reservations, the weekly earnings data help us place industries by whether, generally speaking, they are characterized by higher or lower earnings.

As a whole the transformative industries are characterized by higher than average earnings in both 1971 and 1980, but as has been noted earlier, there has been only slight growth in employment in that sector since 1971. Distributive industries, as a whole, show below average earnings in both 1971 and 1980, although this primarily reflects the low salaries in trade industries. Transportation employees continue to have higher than average earnings per week, while communications workers as a whole have made major gains, moving from 100.2 per cent of average in 1971 to 115.5 per cent of average in 1980. Employment in distributive industries grew by about 36 per cent from 1971 to 1980, led by communications which grew by almost 60 per cent.

Producer service employees in large firms in Toronto experienced below average earnings per week in 1971 but above average earnings by 1980. Moreover, improved earnings in the producer service sector were coupled with rapid growth in employment of about 60 per cent from 1971 to 1980 in larger firms. However, fast growth in the better paying producer services were offset by the even faster (89 per cent) larger firm growth in the personal services, which continued to have the lowest weekly wages or salaries of any sector. Weekly salaries and wages for workers in restaurants, taverns,

hotels and motels averaged 52.4 per cent of average in 1971 but only 44.2 per cent of average in 1980. Workers in this industry had average earnings that only barely exceeded the legislated provincial minimum. Other and miscellaneous services, including such activities as dwelling repair and maintenance, rental firms, entertainment and laundries, experienced weekly earnings of 71.2 per cent of average in 1971 and 78.8 per cent of average in 1980.

In order to gain a better perspective on the changes in earnings by industry workers in the Toronto area from 1971 to 1980, the larger firms have been divided into two groups, using the most detailed industrial groups possible. One group of industries contains firms with average weekly earnings of 105 per cent or more than the average industrial wage and is called the "higher" wage industries. The other group contains those employees of larger firms with wages under 105 per cent of the average wage for the Toronto CMA and is called the "lower" wage industries, although it includes industries with middle to low wages.

Table 8.12 shows the growth in employment from 1971 to 1980 within four groups of Toronto area industries: (1) those that had "higher" wages in both 1971 and 1980; (2) those that went from "lower" in 1971 to "higher" in 1980; (3) those that went from "higher" in 1971 to "lower" in 1980; and (4) those that were "lower" in both 1971 and 1980.

One of the most outstanding trends shown in Table 8.12 is that employment growth in Toronto took place almost entirely in industries that in 1971 were characterized by lower wages. While 62.9 per cent of all large firm employees were in the lower wage category in 1971, those same industries accounted for 91.1 per cent of total employee growth from 1971 to 1980. Of equal importance was the fact that 70.6 per cent of total employment growth in large firms took place in industries characterized by lower wages in both 1971 and 1980, although these industries accounted for 47.7 per cent of all employment in 1971.

The industrial groups which were characterized by lower wages in 1971 and 1980 included trade, personal services, finance, insurance & real

Table 8.12

LARGE FIRM CHANGES IN EMPLOYMENT IN THE TORONTO C.M.A. BY WHETHER AVERAGE WAGES BY INDUSTRY WERE "HIGHER" (105 PER CENT OR MORE ABOVE AVERAGE) OR "LOWER" BELOW 105 PER CENT OF AVERAGE) IN SEPTEMBER 1971 AND 1980

Wages High/Low		Employed (000)				1971 - 1980 Change	Per Cent of Total Change	Per Cent of Total Women	
1971	1980	1971	%	1980	%			1971	1980
						(000)	%	%	%
Higher	Higher	237.0	35.0	249.8	28.7	+12.8	6.7	19.6	15.1
Lower	Higher	103.1	15.2	142.3	16.4	+39.2	20.5	15.4	17.1
Higher	Lower	11.7	1.7	18.9	2.2	+7.2	3.8	2.0	2.6
Lower	Lower	323.3	47.7	458.2	52.7	+134.9	70.6	63.0	65.3
Total		678.1	100.0	869.2	100.0	+191.1	100.0	100.0	100.0

estate, and the manufacturing of most electrical products, furniture & fixtures, and clothing & textiles. The preponderance of growth in these lower wage industries, with the exception of the manufacturing which experienced slower growth, can be seen as a cause for concern. These same industries provided employment for 63.0 per cent of all employed women in large firms in 1971 compared to 65.3 per cent of employed women in 1980. By contrast only 40.1 per cent of all employed men were in these same industries in 1971, a figure which increased to 45.4 per cent in 1980.

A second group of industries experienced average weekly wage increases that moved them from the lower wage category in 1971 to the higher wage category in 1980. This group, which included such industries as business services, communications, chemical & chemical products, and most food & beverage production, accounted for 103,200 large firm employees or 15.2 per cent of the total in 1971. From 1971 to 1980 these large firms employed 39,200 more persons or 20.5 per cent of total employment growth in that period. Thus these firms not only increased their average wages, but also the number of employees. These industries employed roughly the same proportion of all women employees as of all men employees in 1971. By 1980 these industries employed 17.1 per cent of all women in large firms in Toronto, but employed 16.4 per cent of employees of both sexes.

The third sizeable group of industries, which had averaged weekly wages of 105 per cent of average or better in both 1971 and 1980, employed 35.0 per cent of all employees in large firms in the Toronto CMA in 1971 but accounted for only 6.7 per cent of the total employment growth from 1971 to 1980. Total employment, which stood at 231,000 in 1971, increased by only 12,800 to 249,800 employees by 1980. These industries included transportation, construction, utilities and most manufacturing firms. Disproportionately fewer women were employed in these consistently higher wage industries. By 1980 these industries employed 37.3 per cent of all men but only 15.1 per cent of all women in larger Toronto area firms. Within this traditionally higher wage group of industries, men outnumbered women in 1980 by about four to one.

These traditionally higher wage industries are primarily concentrated in the transformative industrial sector. Thus the slow growth in these industries is of concern not only because of the lack of additional employment opportunities they provided over the 1971 to 1980 period, but also because they have provided a larger proportion of higher paying employment.

The rapid growth in employment in the traditionally lower wage industries from 1971 to 1980 reflects the growth in the producer and personal services, as well as in trade. The growth in employment in these industries has been extremely important, since the growth in the transformative industries and social services has not kept pace with the need for employment in the Toronto CMA. Nevertheless, the need for many more higher paid jobs does not appear to have been fully met over the 1971 to 1980 period.

Fortunately, some progress has been made in terms of both additional employment and higher wages in both the communications and business services industries. Moreover, two groups of producer service industries, financial institutions and insurance & real estate, which still have average wages below 105 per cent of the average composite industrial wage, have experienced wage increases to 102.2 and 104 per cent, respectively, of the composite wage by 1980.

IX. A SUMMARY OF MAJOR EMPLOYMENT TRENDS FROM 1941 TO 1981

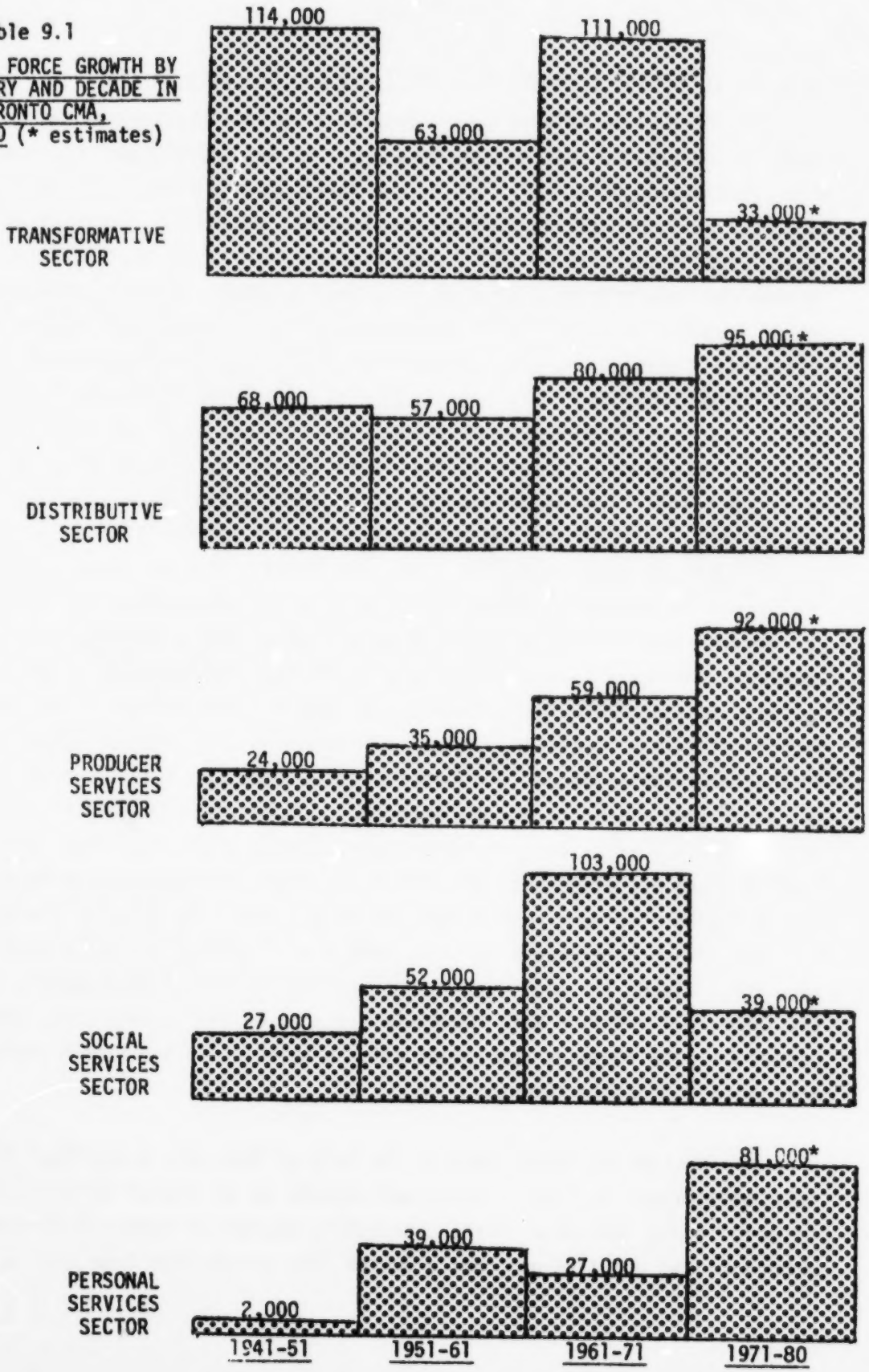
During the 20 year period from 1941 to 1961 the Toronto CMA labour force grew by over 500,000 to a total of 790,000 workers. In the subsequent decade (1961 - 71) the labour force grew by nearly as much (455,000) as it had in the previous two decades, resulting in a total of about 1,245,000 workers by 1971. Data from Table 8.1 show that the Toronto CMA labour force increased by a similar amount (471,000) over the decade from 1971 to 1981. Most of this growth took place in the most recent five years since 1976. In May 1981 the labour force stood at 1,742,000 of whom about 95 per cent, or 1,659,000, were employed.

As shown in Table 8.7, the recent changes in the number of workers by sector reveal three major new trends. First, in the transformative sector, which includes manufacturing, construction and utilities, the growth rate has dropped sharply from 37.6 per cent (1961 - 71) to 8.1 per cent over the 1971 to 1980 period. Table 9.1 shows that an estimated 33,000 additional persons were attached to the transformative labour force from 1971 to 1980, less than one third as many as in the period from 1961 to 1971. This increase in the labour force (33,000) was the smallest of the five major industrial sectors analyzed herein. This dramatic decline is a continuation of the longer term trend. The extent of this recent decline, however, brings us much closer to the day when the transformative sector in the Toronto CMA may experience a negative growth rate, a decline. The frequent layoffs which are affecting this sector is another indication that future growth may be even more restrained than in the 1971 - 80 period. Since it is often easier to preserve existing jobs than to create new employment to take their place, the declining fortunes of the transformative sector, still the largest of the five main industrial sectors in the Toronto area, should probably be the focus of government efforts to maintain and expand employment opportunities in Toronto.

The second major trend in the 1971 to 1980 period was the relatively abrupt decline in employment growth in the social services sector. Table 8.7 shows that after three consecutive decades of labour force growth which averaged about 90 per cent a decade, the growth rate from 1971 to 1980

Table 9.1

LABOUR FORCE GROWTH BY INDUSTRY AND DECADE IN THE TORONTO CMA, 1941-80 (* estimates)



declined to about 18 per cent. While it is true that the earlier growth rates could not be indefinitely sustained, the sudden decline in the importance of increases in social service employment represents a dramatic shift in the nature of Toronto's labour market. Since the expansion of this sector is so heavily dependent upon the public policies of government, and on the size of government, this sector could experience considerable future growth. Certainly the need for social services in many areas has continued to expand since 1971. Table 9.1 shows that the social service labour force, which increased by 103,000 from 1961 to 1971, grew by only 39,000 in the nine years from 1971 to 1980. Most of this increase took place in the federal and local governments in the Toronto CMA, and from 1971 to 1977, as shown in Table 8.4. The available data suggest that no social service industry grew by more than about 2 per cent a year from 1977 to 1980. Educational employment declined from 1977 to 1980. It had increased only slightly in the preceding six years. New employment in health and in the provincial government averaged between one and two per cent annually over the 1971 to 1980 period.

The third major change revealed in the 1971 to 1980 labour force data is the rapid growth of the personal services. This trend is clearly illustrated in Table 9.1, which shows that the personal services labour force grew by an estimated 81,000 workers from 1971 to 1980, more than this sector grew in the previous three decades. The rapid growth in this sector, with its generally low wages, likely reflects the inability of the transformative sector, with its generally higher wages, to expand. Many workers, failing to gain employment in manufacturing or construction, would most probably shift their job search to the personal and to a lesser extent distributive service sectors. While it is fortunate that both these sectors were able to absorb more workers in the 1971 to 1980 period than in the previous decade, the fact that average wages of workers in these two sectors are well below the average wage in the slowly growing transformative sector means that low wage jobs are being substituted for high and average wage jobs.

The rapid growth in personal services from 1971 to 1980 can probably also be linked to the rapid growth in married female participa-

tion in the labour force and in the number of single person households. Two income families not only have more discretionary income for personal services, but also more need for them. Services, such as food preparation, which could be done almost entirely at home by a non-employed spouse, would, in a two-income family, be supplemented by more restaurant meals. It also seems likely that employed single persons would be major users of personal services. With fewer expensive family obligations, fewer mortgages, and less time spent on family-centered activities, single persons can devote more of their time and income to entertainment, eating, drinking, and other personal services available outside the home.

The available data (Table 8.6) show that the largest recent increases in the personal service labour force occurred in eating, drinking, and accommodations establishments and in miscellaneous services, such as services to buildings and dwellings, rental services and photography services. Employment in both these broad groups in large firms, with 20 or more employees, increased by over 100 per cent from 1971 to 1980 and accounted for over 75 per cent of personal service employment in 1980. Entertainment services also grew rapidly and contributed to the growth of personal services.

After personal services, which experienced about a 77 per cent labour force increase from 1971 to 1980, producer services, which grew by about 66 per cent, was the next fastest growing sector in the Toronto CMA. An estimated 92,000 additional people joined the producer service labour force from 1971 to September 1980. Business services and financial institutions, such as banks, experienced rapid growth. Insurance and real estate experienced continued but more modest growth.

The distributive services labour force increased by about 35 per cent from 1971 to 1980. This resulted in an estimated increase of 95,000 workers in the Toronto CMA area, the largest sectoral increase since 1971. Over two thirds of this increase took place in wholesale and retail trading establishments. Communications and transportation were the other components of the distributive sector.

In summary, the Toronto CMA labour market, has, in the recent period from 1971 to 1980, been transformed from one in which the bulk of new jobs (55 per cent) came from the combined transformative and social service sectors to one in which distributive, producer and personal services account for over 75 per cent of new employment. The price of this shift, as shown in Table 8.12, has been a much more rapid growth in industries with lower average wages compared to those with higher average wages. Employment in larger firms (with 20+ employees) that were judged to have "lower" wages in both 1971 and 1980 increase by 135 per cent and accounted for 70 per cent of all increases in large firm employment in that period in the Toronto CMA.

Most of those moving into these somewhat lower paying, growth sectors of the Toronto economy were women. From 1971 to September 1980, the Council estimates (Table 8.8) that almost 62 per cent of new workers in the Toronto CMA were women, while 38 per cent were men. In actual numbers, this means another 134,000 men and another 216,000 women from 1971 to September 1980. More recent labour force data suggest that rapid labour force growth from September 1980 to September 1981 has added an estimated 57,000 men and 85,000 women to the Toronto area work force.

Conclusions

The future of manufacturing employment in the Toronto CMA remains uncertain. It can no longer be assumed that manufacturing employment will absorb a major proportion of new jobs created in the Toronto area.

Foreign competition affects manufacturing more than any other industry in the Toronto area. Foreign ownership of manufacturing firms and the nature of large, multi-national corporations makes it easier for such manufacturers to decide to close plants and/or shift the focus of new employment to other cities or countries where greater profits might be possible. Large firms may also expand on the practice of demanding large cash grants or other benefits from governments in different countries before chosing the site of a new industrial plant. Technological advances, such as the development of the micro-processing chip, can mean more manufacturing employment in some communities but less in others. All of the above should be cause for concern by governments which wish to maintain or expand the number of jobs in manufacturing in the Toronto area in coming years.

While this study of industrial employment in the Toronto area does not allow for actual projections of future industrial employment, the importance of changes from 1971 to 1980 take on added significance if employment trends during that period are assumed to continue through 1990.* By 1990 the distributive sector would have become the largest employer in the Toronto area, with an estimated 481,000 workers, or 24.3 per cent of the total.

The transformative sector would employ 24.0 per cent, or 476,000 workers. Using the same assumption, by 1990 the producer services labour force will have grown to third place, bypassing social services, and would contain 334,000 workers (16.9 per cent) compared to 293,000 workers in social services (14.8 per cent) and 278,000 workers (14.0 per cent) in the personal services sector. A similar continuation of the growth in the number of men and women in the labour force would, by 1990, mean that about 47 per cent of the labour force will be made up of women.

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*Assuming that the average annual number of additional jobs within each industrial sector from 1971 to 1980 continue to be created from 1981 to 1990.

Efforts to preserve employment in manufacturing, the major component in the transformative sector, are urgently needed. This is not to say that more attention should not also be devoted to employment in the distributive and producer services sectors. From 1971 to 1980 these two sectors provided over half of the new employment in the Toronto area. Public attention to a policy of maximizing employment in economic sectors in which Toronto has a demonstrated ability to expand can be amply defended. The social service sector, which is dependent on government support and public demand for its growth, has experienced only modest growth in the 1971 to 1980 period. However, the unmet needs for social services have continued to grow. Financial cut-backs by government have reduced the availability of many existing services.

The goal of a strong, diversified economy, in which both the opportunities for rapid new growth are encouraged and the problems of older, slower growing industries are confronted, requires the constant vigilance and support of government, industry and the public. Moreover, the quality, including the wages, of new employment should also be of great concern. While new technology, such as the proliferation of computer-linked terminals and word processors, offers hope for higher productivity and higher salaries to newly trained workers, government should also provide leadership by supporting specific policies to promote the creation of more well-paid jobs.

The unemployment rate in the Toronto area is 6.1 per cent.* For youth it is more than double that rate. Industry and educational institutions should work together to guarantee that young persons of both sexes learn needed skills so that they can quickly move into steady, better paying employment. Without such skilled workers, jobs which might have been created in the Toronto area, could go by default to other communities and other parts of Canada.

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*Statistics Canada, The Labour Force, January 1982.